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# Bulletin

OF THE

# INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

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#### NATIONAL WORKMEN'S INSURANCE.

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# 1. National Labour Legislation

## 1.0. Labour Legislation of General Application

### 1.00. FACTORIES AND WORKSHOPS.

*AUSTRALIA : Victoria.* The development of the Victorian system of factory legislation in the period 1912–1914 began with the consolidation into the Act No. 2386 of 7th December, 1912 (Title E.B. X., p. 85, No. 5) of scattered material from eight different Acts. This Act introduced only minor drafting amendments. Thus altogether up to 1912 the Factory Acts of Victoria were amended 19 times and consolidated twice.

In November, 1912, the Government introduced a bill of 38 clauses to amend the Factories and Shops Acts. The principal object of this Bill was to introduce the Saturday half-holiday uniformly in the whole State, and to enforce the registration of all shops. The Bill met, in general, with approval in the Lower House, the Legislative Assembly, but the Upper House, the Legislative Council, to which the Bill was not referred until shortly before the close of the Session, did not consider most of its provisions for lack of time and merely adopted a few Sections which were absolutely essential for administrative purposes, namely, as follows :—(1) The Wages Board for Hotel Employees was empowered to fix different rates according to whether or not the employee received board and lodging from his employer ; (2) the Section respecting the employment by the employer of his own children was made clearer ;] (3) the temporary provision contained in §185 of the Principal Act was deleted so that the regulation of the work of apprentices and improvers might be continued after 31st December, 1912 ; the annual holiday for particular industries was to be fixed by Order instead of by reference to Parliament. The Bill, thus abbreviated, became law on 31st December, 1912 (No. 2447 ; Text E.B. X., p. 85, No. 7).

In the autumn of the following year, the Government introduced a Bill similar to that of the previous year. The Minister of Labour, Sir Alexander Peacock, who 17 years before had introduced the system of wages boards with the First Factory Act, referred in the debate on the second reading in the Legislative Assembly to the rapid and successful development of this institution : on the introduction of the Factory Act there had been six wages boards and 3,370 registered factories and 40,814 workers ; in 1913 there were 132 wages boards to about 8,000 registered factories and approximately 120,000 workers (or including those not employed in factories, about 150,000).

The principal innovations proposed in the 45 clauses of the Bill dealt with :—(1) The extension of the shops regulations, which formerly applied only to towns, to all parts of the State, with the result that all shops must be registered ; (2) the introduction of a Saturday half-holiday for all shops ; (3) the introduction of more stringent requirements respecting the guarding of machinery ; (4) the extension of the scope of the wages boards ; (5) the introduction of a 24-hour day of rest for employees in hotels and restaurants, and (6) the abolition of the Court of Industrial Appeals in its then form (consisting of a Judge of the Supreme Court), and the use of industrial authorities (Presidents of Wages Boards) for the purpose of forming the Court.

The Bill was debated by the Legislative Assembly in the winter 1913–1914 and approved in all essential points. But as a result of a Parliamentary crisis, it again reached the Upper House so late that it could not be dealt with before the conclusion of the Session. In order to avoid further delays, the Legislative Assembly passed the Bill with only slight drafting amendments through its three readings again at the beginning of the Session of 1914, and then referred it to the Legislative Council. The desire expressed in manufacturing circles outside Parliament that the Bill should be removed from the orders of the day in view of the conditions created by the European war, met with only a weak response in spite of the opposition majority in the Upper House sympathetic towards the employers. The proposal was opposed from the Government benches on the ground that it was the duty of the House to complete the work begun, that the employers, as a class, could not wish to exploit the present industrial depression to their advantage ; that the wages board legislation of Victoria justified itself especially in times of crisis, thanks to its elasticity ; and that the boards were always in a position to reverse and modify any determinations which might be difficult to carry out. Consequently the Legislative Council considered the Bill, but made allowance for the employer's point of view in various amendments and additions. Thus the holiday for hotel employees was deleted, the prohibition of black lists (in order to make boycotting impossible) and, as in Queensland, of the differential treatment of members and non-members of trade unions (with the object of protecting unorganised workers) was adopted, and the exclusion of trade union secretaries from election to wages boards (and likewise to the Court of Industrial Appeals) which the Government Bill had intended to remove, was re-introduced. In addition, the Legislative Council adopted detailed provisions imposing penalties in case of strikes and lock-outs, in spite of the fact that the Government's spokesman drew attention to the small number of trade disputes in Victoria. (For each 100,000 workers there were in 1913, 30·2 strikers in New South Wales ; 19·1 in Tasmania ; 10·8 in Queensland ; 9·9 in West Australia ; 9·1 in South Australia ; and 8·9 in Victoria.) Most of these amendments had to be again abandoned in view of the opposition of the Lower House ; but the Legislative Council succeeded in maintaining the exclusion of trade union secretaries from the wages boards. The existing Act provided in §136 (2) that the representatives of employers and employees on the Special Boards (as the wages boards are called in Victoria) must actually be *bona fide* employers or employees respectively in the trade or have been so for six months in the course of the three years immediately preceding their appointment. By this rule, trade union secretaries whose employment in the trade, even if it could be proved at all, had usually ceased many years previously were excluded from election to the Special Boards. The Legislative Assembly endeavoured to remove this

restriction by a clause to the effect that persons who had, at one time, been *bona fide* employers or workmen in the trade, should not be excluded. But the Legislative Council restored the original phrase. On 7th October, 1914, Sir Alexander Peacock, formerly Minister of Labour and now Premier, emphasised in the Lower House the fact that no such restriction existed in the other Australian States, that in the first years of the Factory Act before the restriction was introduced, the wages boards had not worked less smoothly than they did later, and that, in a Shoe Trade Conference consisting of employers and workers from all parts of Australia, even the employers were unanimous in holding the Victorian conditions undesirable—since the shoe workers might not propose their secretary, Mr. Long, they had refrained altogether from nominating a representative on the Special Board, so that at the time there was no Special Board in Victoria for the shoe trade. (Parliamentary Debates, 1914, p. 2,000.) The Lower House tried to meet the objection of the Upper House to some extent by a clause to the effect that one of the representatives of employers or workmen need not satisfy the usual qualifications provided he had worked in the trade at one time. However, when the Legislative Council rejected this also, the Lower House abandoned their opposition but adhered all the more emphatically to the deletion of the clause prohibiting strikes.

Apart from drafting amendments and other unimportant alterations, the following points may be noted in the various Sections of the Amending Act which became law on 2nd November, 1914, as No. 2558 (Text E.B., p. 87, No. 11) :

Section 1 fixed the date of the commencement of the Act on 1st January, 1915.—Section 2 extends the regulation of shops to all parts of Victoria, as mentioned above.—Section 3 lays down the rule that all shops (except shops for the sale of fresh, uncooked meat, hairdressers' shops, chemists' shops, coffee-houses, confectioners' shops, eating-houses, fish and oyster shops, restaurants, tobacconists' shops and booksellers' and newsagents' shops) must be closed on Fridays from 10 o'clock in the evening and from 1 o'clock in the afternoon on Saturdays. Different regulations may, however, be allowed by Order, on a petition to this effect being made by a majority of the shopkeepers concerned, applicable to all shops or all those of any particular kind in any municipal district or specified locality ; the exception was adopted in view, especially, of the needs of places situated on the boundary close to places in New South Wales (*e.g.*, Moama, which is close to Echuca).—Section 5 provides, in conformity with an arrangement which was already customary in country districts, that members of the police force may be appointed by the Minister of Labour to act as inspectors of factories.—Section 6 empowers the Department of Defence of the Commonwealth to inspect the factory registers for the purpose of tracing persons who have evaded naval or military training. —Section 7 authorises the Board of Public Health alone to issue regulations for the protection of health ; this function was previously shared with the Ministry of Labour.—Section 8 consists chiefly of drafting amendments to §37 of the Principal Act, dealing with the hours of work of young persons and women ; it contains one new provision, however, to the effect that young persons and women may not work more than 10 hours on any day or later than 9 o'clock in the evening.—The object of §9 is to combat the evasion of the Factory Acts by Chinese employed in furniture works. The former Act provided in §38 that in factories where Chinese were employed or furniture was made, no person might

be employed before 7.30 a.m. or after 5 p.m., or on Saturdays after 2 p.m., or on Sundays at any time whatever, or work for himself or for hire either directly or indirectly, or employ or permit any person so to work, and strengthened the control of Chinese labour by extending the definition of "factory" to places where only one Chinese person was employed. In spite of this, the Act was still evaded. The Hie Lee case gave rise to the necessity of still further strengthening the law. A Chinese of that name was employed after hours, but represented to the inspector that he was the occupier of the room in question and was working on his own account. The High Court decided in favour of the defendant, on the ground that "work" within the meaning of the Act was work by way of trade or for purposes of gain, so that the defendant's work in the case in question was not illegal. In order to prevent any further legal decisions on these lines, §9 of the Amending Act extends the definition of "work" to the performance of "any of the operations usually carried on in the factory."—Sections 12 to 16 contain the provisions strengthening the requirements as regards the fencing of machinery, mentioned above: the employer is made responsible for providing and maintaining the guards, and penalties may be imposed on workers who contravene the regulations for the prevention of accidents.—Section 18 prohibits the employment of a woman among or near moving machinery unless her hair is cut short or confined close to her head, and also of men wearing any apron or loose garment.—Section 21 substitutes for the "written consent of the Chief Inspector," which was formerly necessary before overtime could be worked, merely previous notification in writing sent to the Chief Inspector; this is considered sufficient in view of the fact that the legal necessity to pay one-and-a-half times the usual wages and also tea-money is, in itself, an adequate guarantee against excessive overtime.—Section 22 introduces the registration of shops, for statistical purposes mainly.—Section 127, Sub-section (1), (*d*), of the Principal Act, had exempted certain branches of the carrying trade from the limitations of working hours applicable to that trade. Section 23 of the Amending Act considerably extends these exemptions, namely, to cabdrivers, tram or motor omnibus drivers, persons delivering parcels of laundry work, persons carting flowers to market, newspapers or materials for repairing tramways, waterworks, electric light or gasworks, or any other public utility, and persons removing animal refuse.—Section 24 requires time-books to be kept for "stablemen" in addition to carters.—Section 26 contains certain new provisions as regards the appointment of "special boards." The principal point in dispute, namely, whether trade union secretaries should be eligible to the special boards was, as mentioned above, settled by the retention of the original Sub-section (2) of §136 of the Principal Act, which in principle excludes such persons from the boards. It is, however, possible that they might in certain cases procure admission to the boards through the new Sub-section (5) of §136, which provides that when a sufficient number of qualified persons cannot be found to act on a board, the Government may appoint "any persons who have been engaged in the trade concerned to be representatives of the employers or the employees on such board." Two further additions to §136 of the Principal Act were adopted in the interests of country districts: the representatives of employers and employees on a board must now reside in the locality to which the determination of the board applies, so that boards set up for country districts must consist of representatives of such districts; in addition, where one-fifth of the employers or employees in any trade carry on such trade outside the Metropolitan district, at least one each of the representatives on the board of employers and employees respectively must reside

or carry on his business outside that district.—Section 28 extends the powers of the special boards in the matter of overtime. According to §141 (*c*) of the Principal Act, a special board was required to fix a higher rate of wages for overtime worked in any week ; but it could also fix the hours for beginning and ceasing work each day, prescribe a higher rate of wages for overtime and determine special rates for work on Sundays and holidays. Under the new provisions, a special board can, as before, lay down an overtime rate for work in excess of the weekly limit or fix the hours for beginning and ceasing work ; in the latter case, the board is required to prescribe higher rates for any hour or fraction of an hour worked (i.) outside the hours so fixed, (ii.) within the hours so fixed, but in excess of the weekly limit of hours ; it can also (this is a new provision) fix the hour of beginning and ending each shift, and determine different rates for the day and the night shifts, as well as overtime rates ; a board may also now fix rates for daily overtime and lay down special rates to be paid to an employee who works away from his employer's place of business, in respect of the time taken to get to work ; it retains the former power to fix special rates for work done on Sundays or holidays.—Section 29 defines the expression "casual work" as work during any week for not more than half the maximum hours fixed by the special board for the trade in question.—A provision which was adopted by the Legislative Assembly in 1911, but rejected by the Legislative Council, is introduced in §30, according to which the Coal Miners Board may, if it thinks fit, make rules regulating cavilling for places which are worked at piece-work prices ; such cavilling must be carried out by the employees affected.—Section 31 strengthens the power of an employer to enforce an indenture of apprenticeship.—Under §32, the employer is required to give an improver leaving his service a certificate showing the duration and nature of the employment.—Sections 33 and 34 amend the provisions respecting the annual holiday for bakers in Melbourne and Geelong and the two monthly days of rest to which bread carters are entitled ; and §§44 and 45 amend those relating to the annual holiday for persons employed in abattoirs and private slaughter-houses.—Under §36 prosecutions under the Factories and Shops Acts are always to be dealt with by a police magistrate, instead of only by justices of the peace.—Section 39 reduces the time limit of twelve months, within which a worker could sue his employer for wages, to the period allowed in Queensland, namely, two months.—Section 40 allows students of the University of Melbourne and other students attending technical schools or colleges to work in a factory or shop for the purpose of acquiring practical knowledge, while he is still studying, without being paid the rates fixed by a special board.—By deleting §§157 of the Principal Act, §42 makes it possible for the timber-stackers and sorters to have a special board of their own.—Section 43 brings board and lodging under the prohibition of payment in kind.—At the desire of the boot repairers, their trade was removed by §47 from the list of occupations specially regulated under Schedule 6 of the Principal Act (8 o'clock closing on the first four week-days), and subjected to the general rule requiring shops to close at 6 o'clock on the first four days of the week.—Section 48 introduces a weekly day of rest of 24 hours for employees in coffee-houses, confectioners' shops, eating-houses, fish or oyster shops, fruit and vegetable shops, restaurants, tobacconists' shops, booksellers' and newsagents' shops, cooked meat shops, hotels, premises with wine or billiard-table licences, club rooms, and caterers' businesses ; when these businesses are not kept open on all the seven days of the week and in chemists' shops, the employees must be given a weekly half-holiday beginning at 2 o'clock.—Section 51 contains some new provisions respecting the Court of

Industrial Appeals. As already mentioned, the Court dealing with appeals from the determinations of special boards, consisted formerly of a Judge of the Supreme Court. But the decision of purely technical questions, such as those contained in wages board determinations by persons trained only in law had many disadvantages, and some of the Judges declared themselves that they did not feel equal to this task. The Labour Party in their turn (*cf.* Parliamentary Debates 1913, p. 2519) had fought the Court of Appeal as an excrescence on the Victorian factory legislation built up on the system of wages boards. The Government Bill of 1913 proposed to transform the Court by providing that it should consist of present and former presidents of Special Boards. This proposal was, however, opposed. It was agreed that even a court composed in this way would not have the necessary technical experience. Finally, the following constitution was agreed upon : The Court of Industrial Appeals consists of a permanent President and two other persons to be appointed specially in each case. The Government appoints as President a Judge of the Supreme Court. The two assessors are appointed by the Government on the nomination of the employers' and employees' representatives on the Special Board, against whose determination appeal is being made. Only persons who are *bonâ-fide* and actually engaged in the trade concerned or have been so engaged for at least six months during the three years immediately preceding their nomination (upon which limitation the Legislative Council laid special stress as in the case of the Special Boards) are eligible to serve in this capacity.

[See also 1.02, Switzerland (Schwyz).]

### 1.01. PROTECTION OF CHILDREN, YOUNG PERSONS AND WOMEN; APPRENTICESHIP.

*BELGIUM.* When the question of school reform was under consideration it appeared in the first place necessary to amend, in certain essential respects, the Act of 13th December, 1889, regulating the work of women, young persons and children in industrial undertakings. For this purpose the Government introduced into the House of Representatives on 12th November, 1912, a Bill proposing to amend the provisions of the Act in question as regards the age of admission of children to industrial employment and to extend the law to all industrial undertakings. (See Revue du Travail, 1912, 1425.) Under §2 of the Act of 13th December, 1889, the employment of children under 12 years of age was prohibited. But this prohibition did not apply to workplaces without motor power, not being sufficiently important to be designated as "works, mills or factories," and not scheduled as dangerous, unhealthy or noxious. As was clear from the debates on the Bill of 1889, it was the desire of Parliament to exclude expressly small dressmaking and clothing workshops. Various difficulties of interpretation and application arose out of this limitation. For instance, workplaces exempt from the Act as far as child labour was concerned, were nevertheless subject to inspection as regards the payment of wages and the prohibition of Sunday work. Consequently, in view of the fact that "the injurious effects of premature employment do not depend upon the size of the undertaking," the Government proposed in their new Bill to extend the sphere of application of the Act to "workshops" (§1 of the Bill). A similar extension seemed desirable in connection with night-work. When legislation was proposed in conformity with the Berne Convention respecting the night-work of women, the Government considered that they ought to go beyond the wording of the Convention,

which covered only industrial undertakings with more than 10 workers, and to include all establishments coming under the Act of 13th December, 1889, even when they employed less than 10 persons. This proposal was approved by Parliament and §1 of the Act of 10th August, 1911 (Text E.B. VI., p. 156, No. 27), relating to the prohibition of night-work for women employed in industrial concerns, was worded as follows: "The present Act shall be applicable to industrial concerns where more than 10 male and female workers are employed and, in general, to all establishments subject to the Act dated 13th December, 1889, relating to the work of women, young persons and children." In connection with the extension of the application of the Act of 1889 to "workshops," *i.e.*, including places where less than 10 persons are employed, the Government considered it desirable to extend the prohibition of night-work also to small undertakings by deleting the words "industrial concerns where more than 10 male or female workers are employed and in general to," in the Section in question (§2 of the Bill). The age of admission which was fixed at 12 years by §2 of the Act of 13th December, 1889, was, under §1, II., of the Bill to be raised to 14; the proposed institution of a "fourth standard," of technical instruction suited to local requirements, necessitated this raising of the age. In order to meet any difficulties, the Bill provided for exceptions to be allowed in the case of children over 13; the Government's statement in support of the Bill, promised that these exceptional provisions should be interpreted in a liberal spirit at first. Finally the Bill proposed to strngthen the protection of children employed in home work by fixing the same age of admission for work performed at home on behalf of a contractor.

The main principles of the Bill were, in general, embodied in the Act dated 26th May, 1914 (Text E.B. X., p. 14). The scope of the new Act covers, in addition to "workshops," "hotels, public-houses, and offices of industrial and commercial undertakings," with the proviso that the Government may, unreservedly or under certain conditions, allow adult women to be employed in hotels and public-houses later than 9 p.m. if a period of at least 11 hours' rest is allowed immediately afterwards. Children under 14 (as proposed in the Bill) may not be employed as a rule. But the age limit is reduced to 13 in the case of children who are in possession of a school leaving certificate. In addition, the employment of children between 13 and 14 years of age may be allowed by Order; and, until the establishment of the fourth standard, but not after 1st January, 1920, children of from 12 to 14 years of age may be allowed to work for a certain number of hours and days under specified conditions. The rules respecting the age of admission apply equally to home-work done on behalf of a contractor. Employers are expressly prohibited from giving out work to be done by protected persons (*i.e.*, male young persons under 16 and women and girls under 21) in excess of what would occupy them for more than the legal period of employment. Since the affixing in workplaces of all Orders, Laws and working regulations, which was formerly prescribed, proved somewhat useless, the new provision on this matter is limited to the obligation to affix any notices which may be considered necessary for the enforcement of the law. The penalties were strengthened in view of the fact that the employment of children of school age renders the enforcement of the Education Acts more difficult; thus, the minimum penalty for a contravention of the Section respecting the age of admission of children to work, was raised from 26 frs. to 50 frs., and the term within which a fresh contravention is reckoned as a repetition of the offence was extended from 12 months to five years.

Section 3 of the Act empowered the Government to issue a codified tex of the two Acts of 1889 and 1911, under the title " Act relating to the employ ment of women and children." The German Governor-General in Belgiu caused this codification to be carried out, and brought it into force as fro 1st January, 1915, by mean of notification dated 15th December, 191 (Text E.B. X., p. 61).

*FRANCE.* The Decree of 13th May, 1893, respecting the dangerou processes in which the employment of women and young persons is prohibitec which had been often amended (for the last time on 8th October, 1911 ; Tex E.B. VII., p. 377, No. 58) had to be re-drafted when the Act of 2nd Novembe 1892, on which it was based, was repealed by the Labour Code of 26th Novem ber, 1912 (Title E.B. VIII., p. 288, No. 35). The result of this re-draftin appeared in the Decree of 21st March, 1914 (Text E.B. X., p. 10 respecting the dangerous work prohibited to children and women. Apar from alterations of form, the Decree has been re-drawn in two respects. In th first place, a series of amendments resulted from the extended scope of the ne Decree. The old Decree of 13th May, 1893, was issued in pursuance of §§1 and 13 of the Act of 2nd November, 1892, and only included the industria undertakings named in §1 of that Act ; the new Decree, in pursuance of §7 of Book II. of the Labour Code, covers, in addition, the commercial concern designated in §65 of Book II. of the Code ; instead of " workplaces " the wor " rooms " is everywhere used. In addition, the prohibition contained in §1 which originally extended only to the manufacture by the protected classes o objects liable to be injurious to morality, was extended to the manipulation an sale of such objects. A new §16 requires the occupier to produce the wor books or birth certificates of all young persons employed, at any time at th request of the inspectors. A second series of amendments are concerne with Schedules B and C appended to the Decree. Schedule B enumerate the undertakings in which young persons under 18 and women are not allowe to enter certain workrooms. In its new form, the Schedule unites under tw composite headings a whole set of processes in the manufacture of explosive formerly separately enumerated. Schedule C gives the workrooms in whic young persons and women may only be employed under certain conditions According to the earlier Decree, young persons under 16 might not be employe in public slaughter-houses and accessory occupations ; the new Decree exclude young persons under 17 from the actual work of slaughtering, but with a vie to facilitating apprenticeship in butchers' businesses, allows them to b admitted to work in other operations from the age of 14.

*PORTUGAL.* An Act dated 22nd January, 1915 (Text E.B. X., p. 109) improves in certain respects the Decree dated 14th April, 1891, respecting th employment of minors and women. Formerly undertakings employing only five persons or less were excluded from the provisions of the Order ; this restriction is now repealed. The Order defined women under age as those under 21 ; this age limit is now brought down to 18. The conditions for the exceptional admission to work of children from the age of 10 have been strengthened as regards the educational requirements in such cases, and inspection of the work of the children. For minors under 12 the midday break has been increased from 1 to 1½ hours ; for those over 12, a maximum working week of 60 hours has been prescribed in addition to the existing 10 hours maximum working day. The arrangement of working hours must be sanc tioned by the inspector. In works employing more than 50 persons a specia mess-room must, in future, be provided with arrangements for preparing the

food, washing facilities and tables. Rules of employment must be drawn up and affixed in factories. The fines imposed under the rules may not exceed half a day's wages in any week, and they must be paid into the works' sick fund or a mutual benefit society designated in the rules.

[See also 1.00 Australia (Victoria); 1.19, Switzerland (Basle Town); 1.11, Australia (Victoria).]

### 1.02. SUNDAY WORK; WEEKLY DAY OF REST.

*AUSTRIA-HUNGARY: Austria.* Some account of the scope of the Ministerial Orders of 12th and 14th September, 1912 (Text E.B. VIII., pp. 1 and 17), regulating afresh the industrial processes permitted on Sunday and periods of rest in industrial undertakings, was given in the BULLETIN, Vol. VIII., p. VIII. A Decree of the Ministry of Commerce, dated 22nd September, 1913 (Text E.B. X., p. 1, No. 1), explains the new provisions in detail.

*PORTUGAL.* By an Act dated 22nd January, 1915 (Text E.B. X., p. 107, No. 2), respecting the daily period of employment in industrial undertakings, the maximum hours of work in establishments with more than five workers, including steamships, and fishing enterprises, were fixed at 10 hours a day and 60 hours a week, and the duration of night-work (between 9 p.m. and 5 a.m.) was limited to eight hours at most. The minimum wage paid for eight hours work at night must not be less than the wage paid for the corresponding 10 hours of work performed by day. The maximum period of employment is reduced to eight hours a day and 48 hours a week in State and public works, in the case of underground work in mines, and in industries which are injurious to health or poisonous. The work must be interrupted by at least one break of one hour. In addition, an uninterrupted period of 24 hours' rest must be allowed once a week. The cleaning of machines, tools and workrooms must be included in the actual day's work. In continuous industries, the work must be organised in shifts not exceeding in length the legal period of employment. Overtime is allowed: (1) in case of *force majeure* provided that the labour inspector is immediately notified, and that one and a third times the normal rate of wages is paid; (2) in seasonal industries, establishments where very perishable substances are prepared, cases of urgency and in the case of great pressure of work, for not more than three hours a day and 104 hours in the year, after procuring a written permit from the labour inspector and provided that half a day's wages is paid for the overtime. In home-work and workshops with not more than five workers, which use no mechanical power, and only such hand machines as present no danger, the actual hours of work may not exceed 10 a day and 60 a week. Overtime is regulated in these workplaces in such a way that on one in three days in any week (but not more than 156 days in the year) not more than three hours overtime may be worked, for which half a day's wages must be paid. The hours of work of hairdressers are fixed at 10 a day with a two hours' interval for meals; six hours overtime may be worked in the week, on not more than 104 days in the year. The enforcement of the Act rests with the Labour Inspection Department. The scheme of hours must be sent in to the Inspector. In so far as they are not contrary to the new Act, the Decree of 14th April, 1891, respecting the work of children of 12 years of age, and the Act of 24th June, 1911 (Text E.B. VI., p. 188), respecting the night-work of women, remain in force. Children under 12 are excluded from every kind of industrial work (but cf. above, p. VIII., under *Portugal*). The Government is, moreover, empowered to regulate the hours of work, periods of rest and conditions of

leave, for railway employees with a view to securing a maximum workin day of 12 hours.

*SWITZERLAND. Schwyz.* Section 8, paragraph 1 of the Admini trative Order of 20th November, 1878, in pursuance of the Federal Facto Act, which designates the holidays contemplated under §14 of the Factor Act, was revised by a Resolution of the Cantonal Council dated 28th Februar 1912 (Ttle E.B. X., p. 112, No. 1). A corresponding change was introduc by a Resolution of the same date (Title E.B. X., p. 112, No. 2) in the par graphs affected of the Police Order of 12th January, 1894, respecting Sunda and holiday rest. Consequently, on the days following Easter Day, Whi Sunday and Christmas Day all work in the open-air or in premises, whethe it be hand or machine work or carried on in factories, is entirely prohibited but not factory work itself, within the meaning of the Federal Factory Act.

[See also 1·00 Australia (Victoria); 1·01, Belgium, Portugal; 1·10, Switzerlan (Basle Town):; 1·17, Portugal.]

### 1.03. INDUSTRIAL HYGIENE; PREVENTION OF ACCIDENTS.

[See 1·00, Australia (Victoria); 1·10, Australia (Victoria); 1·13, Canada, Hun gary; 1·16, Switzerland (Basle Town); 1·5, Australia (Victoria).]

### 1.04. HOMEWORK.

[See 1·01 Belgium; 1·02, Portugal; 1·07, Switzerland (Zurich).]

### 1.05. PAYMENT AND PROTECTION OF WAGES; MINIMUM WAGE.

[See 1·00, Australia (Victoria); 1·01, Portugal; 1·02, Portugal; 1·07, Switzerlan (Zurich); 1·11, German Empire; 1·17, Portugal; 1·19, Australia (Victoria).]

### 1.06. CONTRACTS OF WORK.

[See 1·00, Australia (Victoria); 1·17, Portugal; 1·30, Greece.]

### 1.07. PUBLIC WORKS AND CONTRACTS.

*SWITZERLAND: Zürich.* The town of Zürich issued on 21st February 1914 (Extract E.B. X., p. 111), a Contracts Order, which requires contractors to observe the conditions as regards hours of work and wages customary in the locality (especially those contained in collective agreements), and to pay for overtime at least 25 per cent. extra, for night and Sunday work at least 50 per cent. extra, and for home-work, minimum rates to be fixed officially.

## 1.1. Labour Legislation for Particular Trades.

### 1.10. AGRICULTURE AND FORESTRY.

*AUSTRALIA: Victoria.* An Act dated 24th October, 1911 (Title E.B. X., p. 68, No. 3), regulates the hut accommodation of shearers. According to this Act every employer who employs at least six shearers in the same shearing shed is bound to provide proper and sufficient accommodation for them in a building separate from the shearing shed, and special inspectors are to be appointed with the free right of entry into the shearing sheds and hut accommodation at any time.

*SWITZERLAND: Basle Town.* A Decree of the State Council dated 14th May, 1914 (Text E.B. X., p. 112), adds market gardens to the trades in which male apprentices may be employed regularly at night in accordance with the Order of 15th December, 1906 (Text E.B. I., p. 112), respecting the night work of apprentices, which has been several times amended. In

his trade apprentices over 15 years of age may be employed in the summer months between 5.30 and 6 in the morning in order to carry out urgent work.

[See also 1·02, Portugal; 2·1, Germany.]

### 1.11. MINES; SMELTING WORKS, etc.

*AUSTRALIA: Victoria.* A very detailed Act dated 17th February, 1914 (Extract E.B. X., p. 86, No. 9), amending the Amended Act of 1890 and the later Amending Acts, contains in §§31–33 amended provisions respecting the persons employed; in §34 general rules for the working of mines and prevention of accidents; in §35 detailed provisions respecting the matters to be regulated by Order; and in §36 *et seq.* regulations respecting mines officials, the notification of accidents, etc. Most of these provisions are modelled in essential respects on the corresponding provisions of the Coal Mines Regulation Act of 4th January, 1910 (Extract E.B. VII., p. 393). In some respects they are strengthened. Employment underground is prohibited in the case of young persons under 17; boys under 14 may not work about any mine, and women may not work in, on or about a mine; young persons under 18 may not be employed in caging or uncaging trucks, etc. The manager of the mine is required to keep a register of boys employed.

*GERMAN EMPIRE.* A Notification dated 2nd February, 1914 (Text E.B. X., p. 105), supplements the administrative Order of 5th April, 1911 (Extract E.B. VI., p. 101), in pursuance of the Act of 25th May, 1910 (Extract E.B. V., p. 169), respecting the sale of potash, by a provision to the effect that the decision of the Allotment Board respecting the reduction or otherwise of the share of any mine (which is varied in proportion to any reductions of wages and increases of hours adopted in the undertaking in question) shall be made known to the workers by being posted up in the works.

A Notification dated 12th March, 1914 (Text E.B. X., p. 106), contains transitory provisions for the regauging of trucks, etc., used for calculating wages in stone quarries classified as factories.

[See also 1·02, Portugal; 2·1, Austria.]

### 1.12. CHEMICAL INDUSTRIES.

[See 1·01, France; 2·1, Germany.]

### 1.13. MANUFACTURE OF LIGHTING MATERIALS, etc.

*AUSTRIA-HUNGARY: Hungary.* An Order in pursuance of the Act of 16th January, 1911 (Text E.B. VII., p. 209, No. 1), to prohibit the manufacture of matches with white or yellow phosphorus, was issued on 31st December, 1912 (Text E.B. X., p. 12). This Order designates the officials entrusted with the duty of supervising the enforcement of the Act and dealing with contraventions.

*CANADA.* On 19th January, 1911, the Canadian House of Commons, after a speech delivered by the Minister of Labour, Mr. Mackenzie King, expressed their approval in principle of the introduction of a Bill to prohibit the manufacture and importation of white phosphorus matches. But the Bill introduced on the same day did not progress beyond its first reading in that session of Parliament. On 11th March, 1914, the Minister for Labour reintroduced the Bill into Parliament. On 27th May, 1914, the Bill was passed into law (Text E.B. IX., p. 299). In introducing the Bill, the Minister referred to the effects of the International Conference at Berne in 1906, the action taken by the United Kingdom and the support given to the prohibition by the Royal Society of Canada; he pointed out that it was a question not only of protecting

the workers in the existing match factories, using white phosphorus, from th industrial disease connected with that trade, namely, phosphorus necrosis, bu also of guaranteeing the public against the negligent or criminal use of whi phosphorus (*e.g.*, in the case of child murder which occurred in Prince Edwar Island in 1913). The opportunity for introducing the prohibition was favou able since, as a result of the expiry of the patent for phosphorus sesquisulphid the harmless substitute for white phosphorus, the difficulties from the poi of view of competition had disappeared (in 1911 there were in Canada fiv match factories with a total production to the value of 1,072,527 dollars The Act corresponds in essential points to the British Act. The provisio prohibiting the manufacture and importation of white phosphorus matche came into force on 1st January, 1915 , the prohibition of the sale of such matche is to apply from the 1st January, 1916.

### 1.14. PREPARATION OF FOOD, etc.

[See 1·01, Australia (Victoria); 1·01, France; 2·1, Germany.]

### 1.15. CLOTHING AND CLEANING TRADES.

[See 1·00, Australia (Victoria); 1·02, Portugal.]

### 1.16. BUILDING TRADES.

*SWITZERLAND : Basle Town.* The building regulations of the Swis Canton of Basle Town dated 27th June, 1914 (Extract E.B. X., p. 113, No. 3 contain regulations respecting work in compressed air (medical examination registers, rest rooms) and respecting work with colours containing lead (suc colours are to be avoided as much as possible; moist scraping required receptacles containing the colours, etc., to be marked).

### 1.17. TRADE AND COMMERCE.

*PORTUGAL.* An Act dated 22nd January, 1915 (Text E.B. X., p. 10 No. 1), fixes the maximum working day for actual commercial assistants a 10 hours and for office employees at seven hours, deducting two hours for th prescribed meal times. Overtime in offices must be paid for at a double rate o wages. Existing contracts of service in which a smaller number of hours ar agreed upon must be upheld and complied with. The Act applies to th Portuguese mainland and to the neighbouring islands. Administrativ regulations are to be issued by the communal authorities who are bound t consult the persons concerned (representatives of employers and workers, o their organisations). The communal authorities may sanction application for overtime sent with a statement as to the reasons for the application (no more than three hours a day and 104 hours in the year).

[See also 1.00, Australia (Victoria).]

### 1.18. CARRYING TRADE.

[See 1·00 Australia (Victoria); 1·02, Portugal; 2·1, Australia; (Victoria Germany; 2·2, Australia (Victoria).]

### 1.19. MILITARY AND CIVIL SERVICE.

*AUSTRALIA : Victoria.* An Act dated 2nd December, 1912 (Titl E.B. X., p. 85, No. 4), to amend the Public Service Acts contains provision respecting the classification of officers employed in public service, the use o salaries, schedules, the functions of the newly created Public Service Inspecto the treatment of temporary officers, and a series of amendments of the previou

egulations. The rule that male officials over 21 years of age, who have already been three years in the State service, may, at the request of the Commissioner be paid a minimum wage of £108 a year, should be noted.

[See also 1·02, Portugal; 2·0, Switzerland; 2·1, Victoria; 2·2, France.]

### 1.2. UNEMPLOYMENT AND EMPLOYMENT BUREAUX.

#### 1.20. UNEMPLOYMENT.

[See 1·30, Greece; 2·3, Switzerland (Basle Town).]

#### 1.21. EMPLOYMENT BUREAUX.

*SWITZERLAND: Freiburg.* By an Order, dated 26th March, 1910 Title E.B. X., p. 112), the Swiss Canton of Freiburg introduced new regulations for the Cantonal labour exchange for men, which was thus brought into conformity with the requirements of the Federal Resolution of 29th October, 1909 (Text E.B. V., p. 68) respecting the promotion of employment bureaux by the Federal Government.

[See also 1·30, Greece.]

## 1.3 Industrial Courts; Right of Coalition; Conciliation Boards and Arbitration Courts.

#### 1.30. RIGHT OF COALITION.

*GREECE.* The right of association was regulated in Greece by an Act dated 21st June/4th July, 1914 (Extract E.B. X., p. 18), which came into force on 25th September/8th October of the same year, with the exception of 22. The Act consists of eight Parts, viz.: I., General Regulations applicable to all associations; II., Mutual Benefit Societies; III., Trade Unions; IV., Associations founded for other purposes; V., Recognition, supervision and dissolution; VI., Penal Regulations; VII., Special Regulations; VIII., Temporary and final Regulations. Associations, within the meaning of the Act, are unions of not less than seven persons "who permanently combine their knowledge or activity without any desire for financial gain." The managing committee must consist of Greek subjects; only associations consisting of foreigners residing in Greece may include persons not of Greek nationality amongst the members of their committees. Persons under 16 and women may not be members of an association without the written permission of their father (guardian) or husband or of the district Judge, as the case may be. Foreigners may not be members of political associations.—Mutual benefit societies may be formed consisting of persons belonging to the same or allied trades. The objects of such benefit societies are to be the following:—(1) to provide medical aid and medicines; (2) to grant monetary benefit in the event of sickness, injury, unemployment, or confinement, and at other times of temporary need; (3) to pay burial expenses; (4) to make grants or pay annuities to members in respect of sickness, invalidity or old age or to the dependants of members; (5) to make loans not exceeding 100 drachmas. The societies may likewise contribute to the moral, intellectual or economic instruction of their members and assist them to procure the necessary tools for their trades. The benefits of such societies cannot be transferred or pledged. Miners' benefit funds and works benefit funds are governed by special provisions.—Trade unions within the meaning of the Act are associations serving exclusively "the purpose of studying, protecting and furthering the economic and trade interests of their members." The members must belong to the same trade or to allied trades; women are allowed to join trade unions. On the other hand, employers

and employees, or owners and tenants, may not belong to the same unio
Trade unions are not permitted to carry on any industry. But they a
authorised (1) to enter upon any buying or other contract for the purpose
carrying on schools or educational workshops ; (2) to purchase materials an
appliances of all kinds for industrial use, in order to re-sell or lend them t
their members ; (3) to purchase and re-sell goods made by their members
(4) to acquire land, but only, as a rule, for educational and administrativ
purposes ; (5) to conclude collective labour contracts with persons or corporat
bodies respecting conditions of work. Trade unions may register trade mark
The Ministry for National Economy may assist in the maintenance of trad
schools or training workshops by making subsidies or appointing teacher
The provident and pension funds of recognised trade unions and federation
must be separately administered, unrecognised trade unions or federation
may not establish provident funds. Recognised trade unions have the right
to nominate representatives to the Superior Labour Council, to report to th
competent authorities, through their legal representatives, any contravention
of the industrial laws, and to establish employment bureaux and centres fo
giving free medical and legal advice. The free exercise of the right of associa
tion is guaranteed by a provision prohibiting employers and their representa
tives from hindering their workers or employees, by dismissal or threats
dismissal, from joining any particular trade unions or political parties, fron
compelling such persons to join any such association and from requiring ther
to give a written understanding on their engagement that they will leave o
join any such organisation. In addition to benefit societies and trade unions
other associations may be recognised which pursue charitable, political, intel
lectual, educational, artistic, social or other objects, provided they are no
established for profit-making purposes.—Recognition is secured by applicatio
through the proper district court ; entry in the "Register of Recognise
Associations" gives the association the position of a legal corporation. Th
supervision of workmen's associations (benefit societies and trade unions) i
carried out by the labour inspectors, and of other associations by the competen
prefecture ; this supervision is concerned merely with the application of th
legal requirements, the observance of the rules of the association, and th
administration of the funds. Appeal lies to the Ministry for National Economy
in the case of trade unions, and in other cases to the Ministry mainly concerne
with the affairs of the association. Amongst the provisions respecting th
dissolution of an association (effected by the courts) it should be noted tha
strikes do not give ground for dissolution. Several trade unions or othe
associations may unite into a federation, in which case they maintain thei
economic and administrative independence : a federation also may apply fo
recognition. Until a law regulating co-operative societies is introduced, recog
nised associations are to possess, subject to the approval of the competent
Ministry, the right of entering into contracts with public authorities for th
carrying out of work or the supply of goods.

### 1.31. CONCILIATION BOARDS AND ARBITRATION COURTS.

[See 1·00, Australia (Victoria).]

## 1.4. Housing

*AUSTRALIA : Victoria.* An Act dated 3rd February, 1914 (Title
E.B., X., p. 86, No. 8), with the short title, "Workmen's Housing Act,"
gives the municipal councils of Melbourne and Geelong power to purchase o
acquire suitable building land in their districts, in order to let houses built o

it to persons who do not already possess dwelling-houses in Victoria or elsewhere, and who are in receipt of an income not exceeding £200 per annum; and also to erect buildings on such lands. The money needed to finance such housing schemes may be raised by the municipalities by means of a loan not exceeding £50,000: in addition, the municipalities are authorised to advance money for building purposes out of municipal funds (if necessary, by an increase of rates).

### 1.5. Administration

*AUSTRALIA: Victoria.* The Steam Boilers' Inspection Act of 1906 was amended and supplemented in certain respects by the Act of 31st December, 1912 (Title E.B. X., p. 85, No. 6).

[See also 1.00, Australia (Victoria (Victoria); 1.01, France; 1.02, Portugal; 1.10, Australia (Victoria); 1.13, Austria-Hungary (Hungary); 1.30, Greece.]

## 2. National Workmen's Insurance

#### 2.0. SICKNESS INSURANCE.

*AUSTRALIA: Victoria.* The Friendly Societies' Act of 1890, which had already been several times amended (on the last occasion, in 1907) and consolidated, was amended again by an Act dated 4th September, 1911 (Text E.B., X., p. 85, No. 1), as regards the cancelling of the registration of a friendly society which fails to bring its scale of contributions into conformity with the recommendations of the Government statistician.

*SWITZERLAND.* The Federal Act respecting the insurance of persons in military service against sickness and accident, dated 28th June, 1901 (Text G.B., I., p. 310, amending Act of 27th June, 1906) was entirely re-drafted, and in some respects also materially amended, in the years 1913 and 1914. The principal amendments introduced by the new "Federal Act respecting Military Insurance," dated 23rd December, 1914 (Text E.B., X., p. 23), relate to the following matters: The more equitable treatment of sickness or the results of accidents existing before the military service commenced; the introduction of measures to secure better and more reliable information respecting particular cases, with special reference to the extent and nature of the consequences of the injury, and also to the family circumstances and earnings of the insured person; increase in the sickness benefit and pensions; new regulations respecting legal procedure, in order to make use of the Federal Insurance Court, which was being established. (The Federal Council estimated, in the Message of 12th November, 1912—Schweiz. Bundesblatt 1912, V., 163—that the new measures would cost the Federal finances an additional 45,000 fr. per annum). As regards illness contracted before the military service began, the Act of 1901 provided that a person who was already ill when the insurance began should have no claim to benefits from the military insurance unless he had given notice of the illness on entering the service and was not immediately dismissed, in which case he was given the right to treatment and his pay, but not to any later sickness benefit. Under the new Act (§8) the rule still obtains that the insurance shall not cover illnesses and the consequences of accidents existing before the military service began. But the exception is widened by an additional provision, namely, that "if the said sickness or consequences

of an accident existed without the patient being aware of the fact, the benefit of the military insurance may be claimed in so far as the sickness or the conquences of the accident may have been aggravated by military service." A person who gives notice of an illness or accident previous to his entry into military service, and is not dismissed, has a right to treatment in a hospital or at home, but no claim to a pension unless the military service has had an unfavourable effect upon the course of the illness or the effects of the accident. For both cases the Act contains a provision in favour of the insured person, to the effect that, in calculating the benefits, account shall be taken of the fact that the sickness or injury existed before the military service began. As regards the benefits, the Commission of the *Ständerat* considered it important, in particular, to procure as close conformity as possible between the military and the civil insurance. (Cf. Report of the Commission of the *Ständerat*, dated 3rd May, 1913, Schweiz. Bundesblatt, 1913, III., 343). The military insurance now provides (1) free maintenance and attendance at a hospital appointed by the military authority (hospital treatment), or, if treatment at home is ordered or authorised, an allowance amounting, as a rule, to 2.50 fr. a day for the cost of maintenance and medical attendance ; (2) Continued receipt of the pay due to the insured person's rank, or his school pay, and, on the conclusion of his service, a daily allowance of 3fr. for the first 30 days of illness after the military service ceases, and of 80 per cent. (formerly 70 per cent.) of the daily earnings actually lost for each following day. (The former system of wages classes, for the purpose of graduating the sickness benefit, has been abolished ; and the highest daily earnings reckoned for the purposes of insurance is now 8 fr. instead of 7.30 fr., as formerly) ; (3) Compensation for the remaining classes of insured persons, and sickness benefit also. In the case of total incapacity for work, the insured person receives a pension amounting to 70 per cent. of his annual earnings (which are now reckoned as 350 times the daily wages, instead of 200 times, as formerly). The dependants receive, on the death of an insured person, a burial allowance of 40 fr., and pensions regulated in detail in §§41–50.

[See also 1.30, Greece.]

### 2.1. ACCIDENT INSURANCE.

*AUSTRALIA : Victoria.* Victoria was the last of the Australian States to adopt a Workmen's Compensation Act. An Act on this subject was eventually passed, after seven unsuccessful attempts, on 20th February, 1914 (Title E.B., X., p. 87, No. 10). This State also followed the lines of the British Workmen's Compensation Act of 1897, as was done by South Australia and New Zealand in 1900, Western Australia in 1902, Queensland in 1905, and New South Wales and Tasmania in 1910. A Bill introduced by the Government in the 1910 Session was debated throughout ; but the Upper House—the Legislative Council—resolved to delete §38, which provided in an original manner for the workmen and the State to contribute towards the insurance of the employer against his liability. This action, in the opinion of the Government, was in contravention of the Constitution, according to which all financial measures rest with the Legislative Assembly. This constitutional difficulty was removed by the Government re-introducing the Bill without §38 ; so that it was left to the Lower House to re-insert the compulsory contributions of the workers and the State, if desired—which was not, however, done.

The Act of 20th February, 1914, makes the employer liable to pay compensation for accidents sustained by a worker which arise out of and in the course of his work. Workmen are defined in the Act as all persons (including

domestic servants) who have entered into or work under a contract of service or apprenticeship with an employer, whether by way of manual labour, clerical work, or otherwise, whether the contract is expressed or implied. State employees are especially included. But persons, not being manual labourers, who earn more than £250 a year, casual workers in certain circumstances, policemen, outworkers, and members of the employer's own family, are excluded. On the other hand, the Act applies, with certain modifications, to seamen employed on a Victorian ship, if the accident arises out of and in the course of their employment within the territory or the jurisdiction of the State. No compensation is payable for accidents which incapacitate the worker for less than one week, or which are attributable to the gross misconduct of the injured person (including drunkenness). The compensation is fixed as follows :—

(A.) In case of death :
(1) For total dependants : Three times the annual earnings (at least £200, and not more than £500) ;
(2) For partial dependants : An amount, not exceeding that named under (1), to be fixed by agreement or by arbitration ;
(3) Where there are no dependants : £50 for medical attendance and burial.

(B.) In the case of total or partial incapacity : Weekly payments not exceeding 50 per cent. of the average weekly earnings (not exceeding £1 10s. per week and £500 altogether) ; workers under 21, earning less than 20s. a week, receive 100 per cent., but not more than 10s. a week ; old and infirm workers may agree with the employer upon the maximum amount of compensation payable, provided this is not less than £50 in case of death, or 5s. a week, or one-quarter of the weekly wages, or £50 altogether, in case of loss of earning capacity.

Disputes are settled, at the wish of the worker, either by a judge of the county court or by a police magistrate. Claims to compensation cannot be alienated. Notice of the accident must be given as soon as practicable and, in any case, before the worker voluntarily leaves the employer's service ; the claim for compensation must be made within four months of the accident. The employer may agree with his workers upon a special contracting-out scheme, provided that the workmen are not placed in a less favourable position under the scheme than under the Act, and that, where the scheme provides for contributions by the workmen, it shall confer benefits at least equivalent to those contributions, and that the majority of the workers are in favour of the scheme : the administration of this provision is supervised by a county court judge appointed for the purpose by the Governor in Council ; the time during which a contracting-out scheme is to apply must be fixed, but it must be at least for five years ; no workman may be compelled to join the scheme. The rights of workers, in the case of sub-contracting, are secured in the Act by making the principal employer responsible. In case of bankruptcy, claims to compensation are given preferential treatment. Compensation is also payable in case of death or incapacity caused by certain industrial diseases (provisionally, anthrax, lead poisoning, mercurial poisoning, phosphorus poisoning, arsenic poisoning and septic poisoning : the list may be extended by resolution of Parliament). A State Accident Insurance Office is to be founded in order to facilitate the insurance of employers against their liability. This office is to be managed by an Insurance Commissioner. The office is to cover expenses ; but the State guarantees the insurance policies and will if necessary make advances to ensure the payment of compensation. Employers are bound to insure against

their liability either with the State Accident Insurance Office or with a recognised private insurance company. A penalty of £2 may be imposed for each uninsured worker. Small employers who pay not more than £160 a year in wages—(this applies especially to small farmers, etc., who employ casual labour)—are assisted by a provision treating them as automatically insured with the State Insurance Office if, within fourteen days of their beginning to employ a worker, they notify the fact to the Insurance Commissioner and take out the insurance policy for the same as promptly as possible.

*AUSTRIA-HUNGARY : Austria.* In order to replace the inadequate benefits of the miners' provident clubs—which were, moreover, payable only in cases of complete incapacity for work—by a better system of compensation, and to extend to miners the existing system of accident insurance for industrial workers and seamen, the Government introduced into the House of Representatives, on 20th June, 1913, a Bill respecting the accident insurance of miners (No. 2008 of the Appendices to the Shorthand Reports of the House of Representatives ; XXIst Session, 1913). This Bill followed the lines of the Government's draft Bill respecting social insurance in so far as it included the same provisions as regards the accident insurance of miners and the organisation of the insurance through trade associations. When the Bill had received the approval of the House of Representatives in the form agreed upon by the Committee on National Economy, it was referred by the House of Lords, on 16th January, 1914, to the Special Commission on Social Insurance. The adjournment of Parliament, which then took place, made it impossible for the Bill to be debated. It was consequently issued on 7th April, 1914 (Text E.B., X., p. 8, No. 2), in the form of an Imperial Order having the force of law. The Order extends the system of accident insurance regulated by the Workmen's Accident Insurance Act, of 28th December, 1887, to all mines coming under the supervision of the mining authorities and the premises attached to such mines, including boring works for reserve minerals and works for the winning of mineral wax (ozocerite, native paraffin) and asphalt. The insurance is effected through a special "Accident Institution Insurance for Miners," under State supervision. Workmen and works officials in naphtha works (rock-oil, petroleum, earth-pitch) who were formerly insured in the district accident insurance institutions under the Act of 9th January, 1907, must be insured in this Institution, as well as the workmen and works officials of industrial undertakings subject to compulsory insurance the employees of which belonged to a miners' provident club in accordance with §11 of the Provident Clubs Act of 28th July, 1889/17th September, 1892. The provisions of the Workmen's Accident Insurance Act of 28th December, 1887, and the amending Acts of 20th July, 1894, and 8th February, 1909 (Text E.B., IV., p. 69, No. 5), apply, with certain modifications, to the new Insurance Institution and the insurance effected through it. The board of the Institution is formed in accordance with the Workmen's Accident Insurance Act : it consists, to the extent of one third each, of representatives of the employers, the insured persons, and the Government, respectively. The headquarters, organisation, internal arrangements, and business management (calculation of the insurance contributions) of the Institution are regulated by rules subject to ministerial sanction. The duty of acting as intermediaries between the owners and insured persons, on the one hand, and the Institution, on the other,—especially as regards co-operation in inquiries into accidents—may be transferred to the miners' provident clubs. Accidents occurring on the way from home to work and home from work are treated as industrial accidents provided that the journey was not

interrupted in the insured person's own interests or for some other reason not connected with the employment. At any stage of the case the Insurance Institution has the right to take over the treatment of the injured person from the sick fund to which he belongs. The system on which the insurance is based is, in the case of the Insurance Institution for Miners also, that by which the probable expenditure is covered by contributions paid in advance; but the contributions according to scale are payable by the employer alone. An Order, dated the 4th December, 1914, fixed 1st January, 1915, as the date for the commencement of the insurance. (Text, Soziale Rundschau XVI., II., p. 19).

*GERMANY: Empire.* The German Imperial Insurance Office has sanctioned the following rules for the prevention of accidents, issued by trade associations:—

(A.) On 30th June, 1914:

1. Rules for employers in the Street and Light Railways Trade Association.
2. Rules for insured persons in the Street and Light Railways Trade Association.
3. First Supplement to the General Rules of the Chemical Industry Trade Association.
4. ——for tools and machine tools.
5. ——for hoists (lifts).
6. ——for the use of steam boilers and other receptacles and apparatus under pressure.
7. ——for protection from dangerous gases and fumes.
8. ——for soap factories.
9. ——for mineral-water factories.
10. ——for lacquer and varnish works.
11. ——for the industrial condensing and liquifying of gases.
12. ——respecting receptacles for the transport of liquified or condensed gases.
13. ——for factories for the manufacture of black gunpowder and similar explosives.
14. Second supplement to the special rules of the Chemical Trade Association for factories for the manufacture of nitro-powder (smokeless powder).
15. First supplement to the special rules of the Chemical Trade Association for the establishment and management of picric acid factories.
16. ——for the manufacture of nitro-glycerine explosives.
17. ——for the manufacture of trinitrotoluene.
18. ——for the manufacture of ammonia-nitrate explosives.
19. ——for the manufacture of igniting agents of all kinds.
20. ——for the manufacture of fireworks.
21. ——for the manufacture of percussion caps.

(B.) On 26th August, 1914:

22. Rules of the Mannheim Trade Association for the manufacture of articles of consumption.
23. Rules of the Smiths' Trade Association.

(C.) On 28th September, 1914:

24. Rules of the North German Metal Trade Association.
25. Rules of the Tobacco Trade Association.

26. Rules of the Milling Trade Association.
27. Rules of the Wharves and Warehouses (Lagerei) Trade Association.
28. Rules of the Glass Trade Association.
29. Rules of the Vehicle Trade Association, for the use of heavy vehicles drawn by animals, and for light vehicles, and for livery stables.
30. Rules for merry-go-rounds, switchbacks, etc.
31. ——for vehicles driven by power.
32. Rules of the Musical Instruments Trade Association.
33. Rules of the Railway Works Trade Association.
34. First supplement to the General Rules of the Trade Association for Precision Machine Work and Electrical Engineering.
35. ——for fitting-work (Installations).
36. ——for service on Railway Lines, Stations, and Trains.
37. First supplement to the Rules of the Private Railways Trade Association for the Management of Electrical Installations and Railways.

(D.) On 14th December, 1914 :

38. Rules of the Butchers' Trade Association.

(E.) On 22nd February, 1915 :

39. Rules of the Schaumburg-Lippe Agricultural Trade Association, respecting the Use of Electric Currents.
40. First Supplement to the Rules of the Schaumberg-Lippe Agricultural Trade Association.
41. Rules of the Oldenburg Farmers' Trade Association.

(F.) On 22nd March, 1915 :

42. General Rules of the South German Precious and Base Metals Trade Association (Edition 1915).
43. Special Rules of the South German Precious and Base Metals Trade Association, for the Manufacture of Aluminium Powder (Aluminium Bronze). (Edition 1915).

(G.) On 10th May, 1915 :

44. First Supplement to the Rules of the Schleswig-Holstein Agricultural Trade Association.

[See also 1·30, Greece.]

### 2.2. OLD AGE, INVALIDITY AND SURVIVORS INSURANCE.

*AUSTRALIA : Victoria.* As a result of a strike in 1903, 308 railway employees had confiscated, either wholly or partially, their pension and compensation rights (Railways Employees' Strike Act, 1903) ; but these rights were restored by the Act of 20th October, 1911 (Title E.B., X., p. 85, No. 2)

*FRANCE.* The Act of 7th August, 1913 (Extract E.B., X., p. 16, No. 1), relating to the recruitment of the Army, contains some provisions of interest from the point of view of social legislation. The most important of these fixes the maintenance allowance for families deprived of their bread-winners by military service. This amounts to 1·25 fr. a day, with an addition of 0·50 fr. for each child under 16. In addition, persons who have joined the colours are allowed 120 days' leave in the course of their three years' service, with special facilities for agriculturists.—An Act dated 8th August, 1913 (Extract

E.B., X., p. 17, No. 2), makes the same allowances for the families of sailors who are called-up on active service.

[See also 1·30, Greece ; 2·0, Switzerland.]

### 2.3. UNEMPLOYMENT INSURANCE.

*SWITZERLAND : Basle Town.* The Act of 16th December, 1909 (Text E.B., V., p. 155, No. 2), to establish a State Unemployment Fund and to assist private unemployment funds, which has been amended several times, was amended again in some respects by an Act dated 28th May, 1914 (Text E.B., X., p. 113, No. 2). The most important amendments are as follows :— (1) The administration of the fund, which could be entrusted, in the discretion of the State Council, either to a special manager or to the Public Employment Bureau, is definitely transferred to the latter ; (2) the limit of 35,000 fr. for the annual credit, voted annually to the State Council to cover the necessary advances, is repealed ; (3) the State contribution is fixed at from 30 per cent. to 65 per cent. of the amount of benefit paid out, in the case of private funds which collect no special contributions from their members for unemployment insurance, and which consequently lose the State contribution if based upon contributions.

[See also, 1·30, Greece.]

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# Bulletin

OF THE

# INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

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## 1. International Labour Legislation

[International Convention respecting the prohibition of the night-work of women in industrial occupations. See 2.00, Norway.

International Convention respecting the prohibition of the use of white (yellow) phosphorus in the manufacture of matches. See 2.12, Australia : New South Wales.]

## 2. National Labour Legislation

### 2.0. Labour Legislation of General Application

#### 2.00. FACTORIES AND WORKSHOPS.

*AUSTRALIA : New South Wales.* The Factories and Shops Act of 1896, the Minimum Wage Act of 1908, and the Factories and Shops (Amendment) Act of 1909, were consolidated by the Act of 26th November, 1912 (Text E.B. X., p. 264, No. 14), which bears the short title "Factories and Shops Act, 1912." The consolidating Act contains no essential amendments. Regulations under the Act were issued on 29th April, 1913. (Extract E.B. X., p. 285, No. 20.)

*NORWAY.* Act respecting the protection of workers in industrial undertakings, dated 18th September, 1915. (Text E.B. X., p. 323.)

On 7th April, 1914, the Norwegian Government submitted to Parliament a Bill respecting the protection of workers in industrial undertakings (Ot. prp No. 35, 1914), intended to replace the existing Act of 10th September, 1909 (Text E.B. IV., p. 340), respecting the inspection of work in factories, etc., as well as the amending Acts of 25th July, 1910 (Text E.B. VI., p. 179), and 29th July, 1911 (Text E.B. VIII., p. 310).

The Government* were divided amongst themselves on important questions, such as the fixing of ordinary hours of work and various details as regards working hours (Chapter III. of the Bill). The Majority proposed that the

period of employment should, as a rule, not exceed 10 hours a day and 54 hours a week, while the President of the Social Department, Councillor Castberg advocated 9 and 51 hours respectively.

The Majority of the Social Committee held the view that it would suffice to embody in the Factory Inspection Act of 1909 the Government's proposals respecting the limitation of working hours and the other provisions contained in Chapter III. of the Bill, dealing with children, young persons and women and to allow that Act to continue in other respects without amendment. At the instigation of the Committee, the Social Department drafted a Bill giving effect to this plan (printed in Doc. No. 49, 1915).

The Majority of the Social Committee consequently restricted themselves, in their report, to the clauses of the Bill dealing with hours of work (Indst. O. XXXIII., 1915), and omitted to deal at all with the special provisions affecting women and those relating to the employment of children and young persons. The Minority of the Committee, on the other hand, presented an independent Report on the whole Bill.

The Storthing, by 67 to 20 votes, chose the Majority proposals as a basis for discussion. The Odelsthing rejected, by 66 votes to 19, a motion not to proceed with the Bill at all. During the proceedings in the Storthing the fact was emphasised in various quarters that it would be necessary to subject the Act to further revision in the near future.

Thus the Act of 18th September, 1915 (Text E.B. X., p. 323), respecting the protection of workers in industrial undertakings, which resulted, coincides in essential respects with the Factory Inspection Act of 10th September, 1909 (Text E.B. IV., p. 340), except as regards Chapter III. In particular, the scope of the Act, which was considerably extended in the original Bill, was reduced again to that fixed by the Act of 1909. The system of inspection, too, which the Bill had proposed to reorganise and strengthen was retained in its existing form, except as regards the appointment of a Chief Inspector.

The principal provision of the Act as regards the limitation of the daily and weekly period of employment is contained in §23 (1), which fixes a 10-hour day and a 54-hour week, as proposed by the majority of the members of the Government. The Odelsthing adopted this clause by 74 votes to 16. For workers below ground in mines and also for those employed in smelting works and in book and newspaper printing works a maximum week of 48 hours is fixed. In the case of workers in mines and smelting works who have a regular holiday on Saturdays, the daily period of employment may be extended to 10 hours, subject to the weekly limit of 48 hours. Undertakings in which a longer period of employment was usual on the coming into force of the Act, may be allowed, by Order, to reduce their hours gradually, in such a way that the ordinary working day is reached not later than the end of 1920. In works which are dependent to an essential degree upon the seasons, the climate or other natural circumstances, the ordinary hours of work may, with the permission of the Government, be so arranged as to be longer in the summer than in the winter. The ordinary period of employment must fall between 6 a.m. (in the Bill, 7 a.m.) and 9 p.m. In places where the true time is at least one hour before normal time, the beginning of the ordinary period of employment may be advanced up to one hour.

In undertakings or parts of undertakings in which work is carried on in two day shifts of not more than eight hours, the ordinary hours of work may be taken between 6 a.m. and midnight. The weekly hours of work of each worker must be so distributed that he has a holiday every week of at least 24 consecutive hours.

Night work is, under §24, defined to be work performed between 9 p.m. and 6 a.m. But in undertakings where, two day shifts of eight hours being adopted, the ordinary period of employment is taken between 6 a.m. and midnight, work between 9 p.m. and midnight only counts as night work in the case of young persons under 16. A permit is required for night work, which can only be allowed in the cases designated in the Act [§24 (2) (*a*), (*b*) and (*c*)], namely, if night work is necessary for special economic reasons and is customary; in the case of periodical or unforeseen pressure of work, or, where necessary in order to avoid damage to raw materials and products; and in the case of interruptions in work; and also, subject to certain restrictions, in hand washing operations in mines. No permit is necessary for continuous industries in so far as only workers over 18 years of age are employed, and also in a few other cases [§24 (1) (*a*), to (*c*)], namely, overtime in pursuance of §27; watching stoking and heating operations; the handling of milk in milk condensing works by workers over 16 years of age.

The Act contains no prohibition of the night-work of women in industrial concerns. This question had already been raised in the debates on the Act of 1909 (*cf.* G.B. VIII., p. LXXVIII., IX., p. 380). The proposal of the Social Committee that the employment of women between 10 p.m. and 6 a.m. should be prohibited, was at that time rejected by the Odelsthing by 47 votes to 45, it was adopted by the Lagthing by a majority of one vote, but rejected finally by the Odelsthing on the second occasion by 45 to 43 votes. In the Bill of 1914 a fresh attempt was made to introduce the prohibition of night-work for women, by a clause making the employment of women on overtime between 9 p.m. and 7 a.m. unlawful, and allowing exceptions only in the case of women over 18 years of age employed in dairies and also in jam factories, in so far as night-work might be necessary in order to prevent the spoiling of raw materials. The argument in favour of the Bill (Ot. prp. No. 35, 1914, p. 117) referred in detail to the injury caused by night-work to the female sex, described the history of the prohibition of night-work in other countries and reproduced, in addition to the memorials already presented on the occasion of the earlier Bill, a series of fresh statements in favour of the prohibition [publication of "Arbeidernes Faglige Landsorganisation," dated 6th August, 1913; publication of the Bergen section of the "Norsk Forening for Socialt Arbeide," dated 13th January, 1914; Resolution of a meeting of the Bergen Women's Rights Association, adopted on 25th January, 1914, which protests against the intrigues of certain women's rights organisations, and demands adhesion, as soon as possible, to the international convention of 26th September, 1906 (Text E.B. I., p. 273), respecting the prohibition of night-work for women; a further publication of the "Norsk Forening for Socialt Arbeide," dated 20th February, 1914, respecting a resolution adopted at a debate held on the 12th of the same month, together with a report of the Director of Medicine in the same sense]. According to official statistics for the year 1913, 256 women (2 per cent. of all shift workers) were employed regularly on night-shifts that year, 118 (4.2 per cent.) in mining, 13 (5.7 per cent.) in the iron and metal trades, 8 (0.5 per cent.) in the chemical industry, 81 (1.4 per cent.) in the paper trade, 34 (9.1 per cent.) in the food industry, and 2 (14.3 per cent.) in the polygraphic industry. The Department came to the conclusion that, with certain exceptions (*e.g.*, the women in Christiania printing works), the women employed in industry themselves wished night-work to be abolished. "Society has the right and the duty to impose upon its members such obligations and restraints as regards the 'freedom of contract,' as may be considered advisable in the interests of society as such" (p. 128). Notwithstanding, the new

requirement met with opposition in Parliament. A motion introduced in the Odelsthing, not to deal at all with the question of introducing the prohibition of night-work for women, was adopted by 54 votes to 30.

In accordance with §27, overtime may not exceed, as a rule, 10 hours a week and 30 hours in four consecutive weeks. An agreed increase in wages must be paid for overtime. This rule does not apply in the case of workers who receive fixed monthly or annual salaries, nor as regards piece-workers in the absence of any agreement to the contrary (the Bill proposed to require the increase in wages to consist in a legally fixed percentage of the wages; increased rates for piece-work were also provided for in the Bill).

In §30 the Act prohibits the employment of workers on Sundays. As under the former Factory Inspection Act, Sunday is held to be the period between 6 p.m. on the eve of the holiday until 10 p.m. on the holiday itself or on the last of two or more holidays. The prohibition of Sunday work does not apply to continuous industries, to work necessary to prevent injury to premises, machines or products, to certain repairing and cleaning processes, to the handling of milk in dairies and cheese-making undertakings, or to the work of watching, stoking and heating. A permit from the inspecting authority is required for Sunday work.

Under §31, paper, cellulose and wood pulp factories, where night-work takes place, are exempt from the provisions respecting hours of work. In addition, the Government may, in pursuance of a recommendation of the Labour Council, extend this exemption to other undertakings, in which night-work is carried on in pursuance of §24. This provision was adopted in view of the special conditions obtaining at the Sydvaranger Mining Company's works. In so far as the undertakings mentioned above to which the provisions of the Act respecting hours of work do not apply, adopt a system of three shifts laid down by the Government, they may make use of a weekly period of employment of from 10 p.m. on Sunday evening until 6 a.m. on the following Sunday.

The provisions of the Act respecting hours of work, night-work and Sunday work, do not apply to workers over 18 employed in the undertakings named in §1, II. (*c*) (warehousemen, packers, etc.) or in handicrafts coming under §1 II. (*a*) (*i.e.*, where less than five regular workers are employed in handicrafts without the use of mechanical power).

The Act defines young persons, as formerly, as persons exempt from school attendance, between 14 and 18 years of age, and children as those under 14, or who, being older, are still liable to compulsory school attendance. In contrast to the Bill, the Act makes no distinction between the sexes in regulating the employment of young persons.

Although the Bill strictly limited the employment of children in industrial concerns, only allowing it in the preserving industry, the provisions of the Act are practically identical with those of the Factory Inspection Act of 1909, except in so far as children may not now be admitted to work in industrial establishments without the school authority being consulted, nor in any case may they be so employed during the two hours preceding their school classes (in the Act of 1909, one hour). The rule contained in §34 respecting child labour, provides that children may not be employed in work coming under the Act, but that children over 12 may be employed, after consultation with the school authorities and with the consent of the industrial inspecting authority, for not more than 5 hours a day on such light work as will not injure their health or hinder their physical development, and provided that it is shown by a medical certificate that their state of health does not render them unsuited for the work for which they are intended. Children whose employment is

allowed may not, in any case, be so employed that their hours of school attendance and work exceed 7 hours a day altogether. The employment of children before 6 a.m. and after 8 p.m. is entirely prohibited. As under the existing Factory Inspection Act, children or young persons must not be employed unless they produce birth certificates. For the purposes of supervision, a register of children and young persons employed must be kept by the employer, as formerly. (As this method had always proved inadequate, the Bill provided originally for certificate books to be kept by the employer and registered by the inspecting authority, on the plan adopted in the Swedish legislation on this subject.)

The Act came into force on 1st January, 1916; but the Sections respecting hours of work are not to be brought into operation until 1st January, 1917. In works where conditions are regulated by collective agreements concluded before 1st January, 1916, the new provisions respecting hours will come into force on the expiry of the collective agreement.

The enforcement of the Act rests with the Social Department.

[See also :—2·01, United States of America (District of Columbia); 2·14, Australia (Queensland).]

### 2.01. PROTECTION OF CHILDREN, YOUNG PERSONS AND WOMEN; APPRENTICESHIP.

*AUSTRALIA : New South Wales.* The Ministerial Order of 16th May, 1911 (Text E.B. X., p. 262, No. 8), issued in pursuance of §35*a* of the Factories and Shops Act of 1896 (corresponding to §41 of the Consolidating Act of 26th November, 1912, Text E.B. X., p. 264, No. 14), contains a schedule of dangerous machines on which young persons under 16 and women may not be employed.

*Queensland.* The "State Children Act" of 30th November, 1911 (Extract E.B. X., p. 288, No. 6), consolidates all the laws of the State on that subject, namely the Industrial and Reformatory Schools Act of 1865, the Orphanages Act of 1879, the Children's Protection Act of 1896, and the Industrial and Reformatory Schools Act Amendment Act of 1906. "State children" are defined as children who are neglected, or convicted, or who are received into an institution or committed to the care of the Department. As regards the employment of such children and of children in general, the Act provides that the State Children Department may conclude contracts of apprenticeship for State children for terms not exceeding five years. State children are required to attend school until the thirteenth year of their age; compulsory school attendance may, however, be extended at the discretion of the Minister. Any person who causes any child (*i.e.*, a person under 17) to be in any public place (other than premises licensed for public entertainments) for the purpose of performing or offering anything for sale, between the hours of 7 p.m. and 6 a.m. is punishable by a fine not exceeding £25, or by imprisonment, with or without hard labour, for a term not exceeding six months. Children under 14 who are employed in entertainments likely to endanger their life or prejudice their health or education are deemed to be "neglected children" within the meaning of the Act.—On 18th July, 1912 (Title E.B. X., p. 288, No. 8), regulations were issued under the Act. These prescribe wages for State children employed as apprentices or engaged in remunerative work, varying according to the age (13 to 18 years) from 2s. to 10s. for boys and 1s. to 6s. 6d. for girls, and require a certain amount to be handed to the child as pocket money, while the rest is invested at interest in the State Savings Bank on the child's behalf.

*SWITZERLAND : Neuchâtel.* In the Swiss Canton of Neuchâtel, an Order respecting the supervision of commercial apprentices and their examinations at the conclusion of their apprenticeship was issued on 25th February, 1913 (Title E.B. X., p. 226, No. 3), in pursuance of the Protection of Apprentices Act of 21st November, 1890, and the general Order respecting Apprentices' Examinations, dated 27th May, 1892. By the Order, the Canton of Neuchâtel is divided into two districts in each of which a supervisory committee consisting of 11 members is set up, with the Cantonal Apprenticeship Inspector as chairman. The supervision of the apprentices takes the form of periodical (usually annual) examinations.

*Vaud.* The Apprenticeship Act of 21st November, 1896, of the Canton of Vaud was amended by the Act of 22nd November, 1911 (Extract E.B. X., p. 221, No. 2). The amendments introduced provide chiefly for the improvement of trade training and also relieve the masters from certain duties (more exact definition of the scope of trade instruction, better supervision of the theoretical and practical training of the apprentices by the Apprenticeship Commission and the Cantonal Council of Apprenticeship [Conseil Cantonal d'Apprentissage], the supplying of appliances to the apprentices, the introduction of compulsory attendance at the final apprentices' examinations, retention of the system of monetary grants towards the establishment of trade courses, and the maintenance of apprentices of small means, retention of the power given to the Apprenticeship Commission and the Cantonal Council of Apprenticeship to allow temporary or permanent exceptions to the rules respecting hours of work, fixing of the hours to be devoted to technical instruction during working hours, exact definition of the duties and functions of the Apprenticeship Commission, unification of the procedure in case of dispute). The maximum working day for apprentices remains, as before, 10 hours including the time devoted to technical instruction and so forth ; the working day must be interrupted by a break of at least 1½ hours at midday. Sunday work and night-work (between 8 p.m. and 5 a.m.) are prohibited. Where formerly the master was allowed, in exceptional cases, to extend the hours of work to 11 a day (60 hours a week) on his own authority, under the new Act it rests solely with the Commission and the Cantonal Council of Apprenticeship to allow exceptions. The apprentices may still be required to devote one hour a day outside working hours to putting workrooms and appliances into order and making them ready for work.—An administrative Order dated 29th December, 1911 (Extract E.B. X., p. 222, No. 3), contains, in Chapter I., more detailed regulations as regards exceptions to the legal provisions respecting the hours of work of apprentices.

*UNITED STATES OF AMERICA* : A Federal Act dated 24th February, 1914 (Text E.B. X., p. 199), regulates the employment of women in the District of Columbia. Working hours are limited to a maximum of 8 a day and 48 a week, taken on 6 days in the week. All manufacturing, mechanical or mercantile establishments, laundries, hotels or restaurants, telegraph or telephone establishments and express or transportation companies are included in the scope of the Act. Women under 18 may not be employed between 6 p.m. and 7 a.m. If three or more women are employed for more than 6 hours, a break of at least three-quarters of an hour must be allowed, unless the employment lasts not later than 1.30 p.m., in which case an uninterrupted spell of 6½ hours work is permitted. In every establishment a time-book or record must be kept. Three inspectors, two of whom must be women, are to be appointed to enforce the Act. These inspectors have the right of

entry into workrooms at any time when they have reasonable cause to believe that work is being performed there. They are entrusted at the same time with the administration of the Act of 2nd March, 1895, requiring the provision of seats for women employees.

[See also :—2·00, Norway ; 2·02, Switzerland (Neuchâtel) ; 2·05, Australia (Queensland), France ; 2·11, Australia (New South Wales, Queensland) ; 2·13, Spain ; 2·16, Australia (Commonwealth) ; 2·5, Sweden.]

### 2.02. SUNDAY WORK ; WEEKLY DAY OF REST.

*SWITZERLAND* : *Lucerne* : The Act respecting the public days of rest, dated 26th November, 1913 (Extract E.B. X., p. 218), extends and strengthens the Order of 17th December, 1897, respecting Sunday rest in bakehouses, and butchers' and hairdressers' businesses. But the Act refrains from requiring any complete closing of shops and, in contrast to the regulations of 1897, takes into consideration the differences of conditions prevailing in the town of Lucerne and in rural communes. Public days of rest include all Sundays, as well as New Year's Day, Good Friday, Ascension Day, Corpus Christi, Assumption, All Saint's Day, the Immaculate Conception, Christmas Day, and the festival of the patron saint of the ecclesiastical parish concerned. With the exception of the last, these days count as legal holidays under the Federal Act respecting work in factories and the transport regulations for Swiss railway and steamship undertakings. In particular, the Act prohibits on the public holidays the employment of employees, workers, assistants and apprentices in undertakings of every kind, except as regards the staff necessary to serve customers while places of sale are open ; the employment of officials, employees, assistants and apprentices in public and private offices, except in so far as the State Council or the communal councils may permit public offices to be opened from one to two hours ; and the payment of wages The opening of places of sale on Easter Day, Whit Sunday, the Federal Day of Prayer, All Saint's Day and Christmas Day, is absolutely prohibited, and on the other days of rest prohibited subject to the following exceptions : in the town of Lucerne, places of sale may be kept open during the months of July, August and December, from 10.30 a.m. until 7 p.m. ; in rural communes, the communal councils may allow shops to be open for three hours in the morning and in December and on church dedication days until 7 p.m. The rules respecting days of rest do not apply to chemists' shops (except where there are several in the same locality) ; work in agriculture and gardening as far as is necessary in view of daily requirements or natural occurrences and the weather ; continuous industries ; the necessary work of servants ; museums and public collections ; the sale of newspapers at railway stations ; repairs to automobiles and other vehicles ; undertakers' businesses ; and in emergencies. As regards various trades such as butchers' businesses bakeries and confectioners' businesses, milk and vegetable businesses, provision businesses, flower, cigar, hairdressers', photographers' and furriers' businesses, the Act contains detailed regulations, taking account of the needs of foreign visitors, respecting the employment of the staff and the opening of sale-rooms during certain hours of the days of rest. The regulation of periods of rest in the carrying trade (porters, cab-drivers, persons hiring out automobiles, bicycles and boats, etc.), in bathing establishments, kiosks, etc., is left to the communal authorities. Public-houses are required to close in the country for 1½ hours in the morning on Sundays and holidays ; in the town of Lucerne, and with the consent of the State Council in other communes having a large number of foreign visitors, public houses are to be closed up to 10 a.m. during

the period from November to February ; during the other months they are not subject to any restriction. As compensation for work on a day of rest, a person who has been so employed for more than 3 hours, must be allowed a half-holiday without loss of pay on an afternoon in the preceding or following week. Persons employed regularly on public days of rest, must be allowed a whole holiday, in addition, on every third Sunday. Domestic servants and agricultural labourers have the right to 4 hours leisure on every second Sunday.

*Neuchâtel :* A Bill respecting the weekly day of rest was first introduced in the Grand Council on 2nd December, 1903. A new Government Bill was submitted to Parliament on 19th April, 1910, and adopted (Act of 24th November, 1910). Two years later a few provisions (chiefly concerning the treatment of the food industry, newspaper-sellers and cigar dealers, grocers' businesses on the French borders and hairdressers' businesses) were amended by an Act, dated 21st November, 1912 (Text E.B. X., p. 223, Nos. 1 and 2). The Act fixes Sunday as the weekly day of rest, and accordingly prohibits, as a general rule, all work in the open-air and in closed rooms which involves noise, as well as work in closed rooms on which workers or employees are engaged, and it prescribes the Sunday-closing of shops. As regards commerce and industry, the prohibition of Sunday work does not apply to transport undertakings nor (as a rule during the time when the corresponding shops are open) to the delivery of provisions. Hotels, restaurants, etc., bakers' and confectioners' businesses, fruit, fresh flowers and refreshment kiosks, chemists' shops and station bookstalls may remain open the whole of Sunday. Milk businesses, grocers' shops, shops for the sale of food and vegetables, tobacco shops, permanent kiosks, and newspaper kiosks and shops may be kept open on Sundays up to midday, and also in the evening from 6 to 8 o'clock. Grocers' shops on the borders may be opened from 11 o'clock in the morning. Hairdressers' shops may remain open on Sundays until 11 a.m., and photographers' studios between 10 and 4 o'clock. Exceptions to the rules respecting Sunday rest in shops may be allowed by the prefecture in extraordinary circumstances and in the case of urgent repairs. In addition, shops may be opened on the three last Sundays of the year, and when New Year's Day falls on a Sunday. In bakeries the workers may be employed until 8 a.m. on Sundays, and in confectionery businesses until midday. Horticulturalists may employ one worker on Sunday. In case of urgency the chief of the Department of Public Works may allow work on public roads and waterways. Similarly, work may be allowed in case of accident or to obviate damage. The provisions of the Act do not apply to hospitals and bathing establishments (the staff employed have the right to compensatory rest), to work in connection with the public administration, or to the regulating of clocks. At the request of three-quarters of the shopkeepers in a branch of trade in any commune, the State Council may restrict or entirely suspend the rules affecting the opening of shops on Sundays in the trade and commune concerned. In agriculture, the prohibition of Sunday work does not apply to the care of domestic animals and urgent work necessary to preserve stock, nor to absolutely indispensable work in dairies and cheese-making businesses, gardening work and the bringing in of crops. Persons employed in commerce and industry on Sundays must be given, instead, a weekly holiday, which must fall on Sunday every third week, and hairdressers' assistants and workers in bakeries and confectionery businesses must be allowed a half-holiday during the week. Sevrants have the right to 4 hours' leisure on the weekly day of rest, which can in exceptional circumstances be replaced by a corresponding period of rest during the week. No deduction may be made from wages in respect of legally prescribed periods of rest. The

weekly rest of apprentices and women is regulated by the Acts on those subjects.

[See also :—2·00, Norway ; 2·01, United States of America (District of Columbia) ; 2·01, Switzerland (Vaud) ; 2·05, Australia (Commonwealth) ; 2·11, Australia (New South Wales, Queensland) ; 2·13, Spain ; 2·15, Australia (New South Wales, Queensland).]

### 2.03. INDUSTRIAL HYGIENE ; PREVENTION OF ACCIDENTS ; INDUSTRIAL POISONS.

*AUSTRALIA : New South Wales.* The Scaffolding and Lifts Act of 1902 and the amending Act of 1908 (26th October, 1908 ; Title E.B. IV., p. 314, No. 1) were consolidated in 1912, together with a whole series of other legal enactments. The Governor assented to the consolidating Act on 26th November, 1912 (Title E.B. X., p. 264, No. 13).

*Queensland.* The Inspection of Machinery and Scaffolding Act of 15th April, 1908 (Title E.B. III., p. 177, No. 2) was amended in various ways by the amending Act of 7th December, 1912 (Title E.B. X., p. 308, No. 11). The most important amendments are concerned with the various certificates of competency.—On 29th May, 1913 (Title E.B. X., p. 308, No. 13) regulations were issued under the Inspection of Machinery and Scaffolding Acts, 1908–1912.

[See also :—2·01, United States of America (District of Columbia) ; Australia (New South Wales) ; 2·11, Australia (New South Wales, Queensland) ; 2·12, Australia (New South Wales) ; 2·16, Australia (Commonwealth).]

### 2·04. HOME-WORK.

[See 2·05, France ; 4·3, Australia (Commonwealth).]

### 2·05. PAYMENT AND PROTECTION OF WAGES ; MINIMUM WAGE.

*AUSTRALIA : Commonwealth.* (*a*) The development of the Australian legislation respecting sugar bounties, which for years has formed a part of the policy of a " White Australia," was described in the *Bulletin*, Vol. VII., p. lvii. *et seq.*, up to the amending Act of 25th October, 1910 (Text E.B. VII., p. 324, No. 9). Under this legislation, sugar planters receive bounties in proportion to the amount of sugar produced by white labour in regular employment. By an amending Act dated 29th October, 1912 (Title E.B., X., p. 255, No. 2). the principal Act was supplemented by a provision to the effect that the Minister having the duty of administering the bounties may procure from the President of the Commonwealth Court of Conciliation and Arbitration, from the Judges of any other Commonwealth or State Courts, or from the members of the industrial authorities of the States, information as regards what wages and conditions of work may be regarded as " fair and reasonable " for the production of sugar by white labour.

In the meantime, however, an agitation broke out, promoted especially by the sugar planters, for the repeal of the whole of the Sugar Excise Acts and Sugar Bounty Acts. A Royal Commission proposed the following amendments : The repeal of the excise duties and the abolition of the bounties, leaving to the separate States the adoption of measures for the maintenance of the policy of a " White Australia," and for regulating the conditions of employment of sugar workers ; the exclusion of coloured labourers from the production of cane sugar and beet by legislation to be adopted in Queensland (where 90 per cent. of the total Australian sugar production takes place), and the adoption of legal provisions for the protection of the workers by the

Legislatures of the States concerned, namely Queensland, New South Wales and Victoria, on the basis of a minimum wage of 8s. per day, of overtime pay, etc. Since the Premier of Queensland, questioned by the Commonwealth President of the Council, expressed his agreement with the proposals of the Commission, so that in this, the most important of the States concerned, legislation on the lines suggested might be anticipated, the Commonwealth Government introduced the Sugar Excise Repeal Bill and the Sugar Bounty Abolition Bill, in the Session of 1912. Both Bills were adopted, in parts without debate (Title of the Sugar Bounty Repeal Act, E.B. X., p. 255, No. 5). The agreed scale of wages was adopted in Queensland by the Sugar Growers' Employees Act of 1913. (*See* under *Queensland* below.)

In view of the serious loss of revenue brought about by the repeal of the excise duty on sugar, the Liberal Government, led by Mr. Cook, re-introduced into the Commonwealth Parliament, in 1913, an Excise Tariff (Sugar) Bill, and in connection with it a Sugar Bounty Bill. The resulting Bounty Act, dated 30th October, 1913 (Title E.B. X., p. 256, No. 14), contains a similar wages clause to the earlier Act, in the following form : " 3. Bounty under the Act shall not be payable to a grower on any cane or beet on which in the opinion of the Minister bounty would not have been payable under the Sugar Bounty Act, 1905-12."

(*b*) The Act of 19th December, 1913 (Title E.B. X., p. 256, No. 15), to provide for the construction of a railway in the Northern Territory from Pine Creek to the Katherine River, contains in §15 a provision to the effect that, in the construction of this railway, the contractors shall be bound, under penalty, by their contracts to pay the minimum rates of wages and to observe the conditions of employment prescribed by the Minister.—The same wages clause is found in the Act of 24th December, 1912 (Title E.B. X., p. 256, No. 9), to provide for bounties on wood pulp and rock phosphate (*cf.* the Provisional Regulations under the Act, dated 4th April, 1913, Title E.B. X., p. 256, No. 16) ; in the Act of the same date to amend the Bounties Act, 1907 (Title E.B. X., p. 256, No. 11), which provides, in addition, that the number of workers employed in the undertakings affected, and particulars of their wages and hours of work, shall be given in an annual report to Parliament on the administration of the Act ; and also in the Act of 21st December, 1914, to provide for the payment of bounty on pig-iron (Title E.B. X., p. 260, No. 19).

(*c*) An Act dated 24th December, 1912 (Title E.B. X., p. 256, No. 7) extended by two years, namely until 30th June, 1914, the operation of the Manufactures Encouragement Act of 14th December, 1908 (Extract E.B. V., p. 251). An account of the origin of this Act, which was intended chiefly to promote the Australian wire netting industry, was given in E.B. V., p. LVII. The provision for the protection of wages was inserted in the amending Act in the same form as that given above in connection with the Sugar Bounty Act.

*Queensland.* The undertaking made by the Premier of Queensland referred to above under " Australia : Commonwealth," was fulfilled by an Act dated 25th July, 1913, with the title, " An Act to ensure the due Administration of the ' Sugar Growers Act of 1913 ' by making temporary provision with respect to the rates of wages and conditions of employment in the sugar industry until such matters have been dealt with by awards under the ' Industrial Peace Act of 1912.' " This Act, known as the " Sugar Growers' Employees Act of 1913," came into force simultaneously with the Commonwealth Act of 1912 abolishing the Sugar Bounties. The scale of wages is drawn up in the form of, and has the same effect as, an award under the Industrial Peace Act of 1912, and can only be annulled or modified by such an award. The

minimum daily wage of sugar workers is fixed at 8s. for eight hours' work without board, subject to graduations in the case of young persons under 18 or 16, and old and infirm workers and natives. Overtime is to be paid for at the rate of 1s. an hour, or less, down to 6d. for young persons and natives.

*FRANCE.* The influence of the British Trade Board Act of 20th October, 1909 (Text E.B. V., p. 23, No. 4), was first felt in France,* where the first continental Minimum Wage Act was adopted on 10th July, 1915 (Text E.B. X., p. 201), in the form of an amendment to Titles III. and V. of Book I. of the Code of Labour. While the British Act was still only in its preliminary stages—namely, at the time of the "Sweated Industries Bill"—the French Deputy Coutant moved in the Chamber for the introduction of minimum wages for workers of both sexes (2nd June, 1907). The Bill introduced on 2nd April, 1909, by Count Albert de Mun, and reintroduced on 10th June, 1910, contemplated, however, only the protection of home workers, by the establishment of wages boards. Active propaganda was started. On 10th January, 1910, the Minister of Labour, Viviani, submitted to the permanent Committee of the Superior Labour Council a draft Bill prepared in the Labour Office. This Bill proposed to transfer to the labour councils (conseils consultatifs du travail) established by the Act of 17th July, 1908 (Text E.B. III., p. 356, No. 1), together with the drawing up of wages tables or scales, the functions exercised by trade boards under the British Act of 20th October, 1909 (Text E.B. V., p. 23, No. 4), or which would have devolved upon the trade committees (comités professionnels) under Count de Mun's Bill. The Committee, however, preferred to entrust the committees of counsel (conseils de prud'hommes) with the new functions, instead of the labour councils which had not yet come into being. The Committee was further of opinion that, in view of the multiplicity of, and continual variations in, the articles of clothing in question, the drawing up of complete tables and scales of wages would present too great difficulties. It seemed simpler and more feasible to require the contractor to use rates which would enable a homeworker of average capacity to earn in an equal period of employment a wage equal to that earned on similar work by a daily worker in a workshop. A member of the Committee, M. Honoré, formerly director of the Magasin du Louvre, was requested to re-draft the Bill (*cf.* Conseil supérieur du travail, 20 Session, 1910 : Le salaire minimum pour les ouvrières à domicile. Rapport de M. Honoré).

The Government based their Bill, on the whole, on the proposals of the Superior Labour Council and drew it up in the form of an addition to Books III. and V. of the Code of Labour.

On 7th November, 1911, the Minister of Labour, M. René Renoult, and the Minister of Justice, M. Cruppi, introduced their Bill into the French Chamber. The report in support of the Bill (Doc. parl. Chambre, Annexe No. 1269) referred to the fact that out of the 1,230,000 women and girls shown by the Census of 1906 to be employed in the clothing industry, only 380,000 worked in workshops and consequently benefited from the protection of the law, whilst the remaining 850,000 clothing trade workers were defenceless against all the abuses of the sweating system. [*Cf.* Inquiries of the Labour Office : Enquête sur la petite industrie (salaires, durée du travail), Vol. II. : Le vêtement à Paris, 1896 ; Enquête sur le travail à domicile dans la lingerie, 5 dols. (1907–1911) ; Enquête sur le travail à domicile dans l'industrie de la fleur artificielle, 1913 ; Enquête sur le travail à domicile dans l'industrie de la chaussure, 1914.] The report stated, in addition, that legislative measures were not likely to

*Cf.* P. BOYAVAL, "La lutte contre le sweating system." (Paris, 1912.)

exterminate home-work, but that, on the contrary, statements made by a certain number of members of the Superior Labour Council, who were themselves employers in the clothing trade, showed that the maintenance of the customary low wages was not essential to the prosperity of the trade, and that it was consequently expedient "to demand that the law should strengthen the lawful claim of women home workers in this industry to a fair and reasonable wage."

On 20th January, 1913, M. A. Berthod presented a very comprehensive report on behalf of the Commission of the Chamber of Deputies (Doc. parl. Chambre, Annexe No. 2472). The first debate on the Bill in the Chamber took place at the second sitting of 13th November, 1913. Section 33, which defines the scope of the Act, was extended by the insertion of lace-making. A motion put forward by Boudoint and Arbel to the effect that the proposed measures for the protection of women workers should be extended to all home-workers in the clothing trades, regardless of sex, as well as an amendment proposed by Néron, authorising the Government to effect this extension, in certain circumstances, by Order, were rejected. On the other hand, the Chamber adopted an amendment moved by Chassaing to add a provision to the effect that, after consultation with the Superior Labour Council, the Act might be extended by Order to women home-workers belonging to trades other than those named in the Act. Of the other amendments introduced into the Commission's text, the extension from 8 to 14 days of the time-limit for the workers to raise objections should be noted (§33*j*). The Bill as adopted by the Chamber was sent up to the Senate on 16th December.

It was not until a year and a half had elapsed that the Senate (at the sittings of 22nd April and 20th May, 1915) passed with a few amendments the first and second readings of the Bill as adopted by the Chamber. A Commission of the Senate had in the meantime presented a detailed report drawn up by J. Morel,* on 30th March, 1914. On the 9th July the Chamber accepted the

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* M. Morel's report (Doc. parl. Sénat, Annexe No. 207) contains the following statement:—". . . The investigation into the Paris underlinen trade revealed the following facts: Half the workers questioned earned less than 16c. and 85 per cent. less than 26c. per hour. Very low hourly rates of pay have been found in the provinces for the same class of work. In the Allier district 80 per cent. of the women who answered the questions earn not more than 10c. an hour. This meagre rate applies to 59 per cent. of the women home-workers in the Cher district, and to 49 per cent. in the Loir-et-Cher district. Still more wretched hourly rates have been ascertained in other localities: In Commentry, 60 per cent.; in Heobecq (Indre), 45 per cent.; in Dun-sur-Auron (Cher), 38 per cent. of the women home-workers making underlinen earn not more than 5c. per hour. If these hourly wages are converted into annual earnings, the following figures are procured: In the Allier district 72 per cent. of the workers earn not more than 200frcs. The percentage amounts to 53 per cent. in Cher, to 52 per cent. in Loir-et-Cher, to 43 per cent. in Meurthe-et-Moselle, to 37 per cent. in Indre. These represent scanty and uncertain incomes, which deserve the strong term "starvation wages," which is now to be found in all languages translated from the original English. . . .

As regards the Paris underclothing trade, it appears fom the tables drawn up by the investigators that the annual earnings approximate to the following figures: 60 per cent. of the women earn less than 400frcs. a year; something approaching 25 per cent. earn from 500 to 600frcs.; the small residue earn over 600frcs. . . .

The rates ascertained for the artificial flower industry are just as lamentable as in the underclothing trade apart from the speciality branch of rose-making, which is comparatively favourable, since about one-fifth of the women gave from 4 to 5frcs. a day as their earnings. . . .

In rose-making there is one variety, the red rose, which necessitates the use of poisonous lead-colours—the "wicked red," as the workers call it. The regular use of this substance causes severe indisposition and gradually undermines the health of its victims.

Senate's text without debate. The amendments introduced in the Chamber's original Bill were concerned chiefly with the following points : the minimum wage is to be determined in accordance with the customary local daily wage, and is not to be fixed at two-thirds of this amount, as was proposed in the resolution of the Chamber (§33*c*) ; in the absence of labour councils, wages committees and committees of industrial experts are to fix the minimum wage, instead of the committees of counsel (§33*d et seq.*) ; in addition, §33*g* gives the labour councils, or failing them, the committees of industrial experts, the right to draw up tables of the time necessary for making articles produced in quantities, and the last paragraph of this Section requires, further, that these determinations shall be the basis of the decisions of the committees of counsel or the justices of the peace in the case of disputes respecting piece-work.

The main provisions of the Act may be summarised as follows :—The Act applies to all women workers who carry out, at home, work in the making of clothes, hats, boots and shoes, underclothing of all sorts, embroidery, lace, feathers, artificial flowers, and all other work forming part of the clothing trade. Detailed provisions affecting manufacturers and middlemen alike regulate the registering of the names and addresses of the women home-workers employed, the posting up of prices, and the keeping of books respecting wages and any requisites to be supplied. The prices applicable to home-work must be such that they enable a woman of average skill to earn in 10 hours a wage equivalent to a fixed minimum. The minimum wages are fixed by committees representative of employers and workers (labour councils or wages committees), on the basis of the average wage paid in workshops in the same, or (where the work is entirely home-work) in allied trades. Every three years the minimum wage must be revised. The wages fixed must be made public. The labour councils, or failing them, representative committees of industrial experts, may, on their own initiative, or must at the request of the Government, of a committee of counsel or of an interested trade association, draw up a scale giving in hours the average time required for performing the various processes. This scale is to be taken as a basis in fixing the minimum wages and also in legal proceedings respecting wage disputes. Either Government Departments or trade associations or the persons concerned may appeal, within three months to a Central Commission representative of employers and workers, against the scale as well as against the minimum wage. Civil proceedings in respect of contraventions of the Act may be taken not only by the parties concerned, but also by Government Departments, associations authorised for the purpose by the Government (*e.g.*, committees for the protection of home-workers) and trade unions, even where they consist exclusively of workshop employees, and without the necessity of proving that they have suffered prejudice. Male home-workers who receive lower wages than those fixed for the women may demand that the scales should apply to themselves. For each contravention of the Act committed by manufacturers and middlemen, the Act provides fines of from 5 to 15 frcs., with a total of 500 frcs., and in case of repeated

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Moreover, not all rose-makers are in an equally favourable position. One-third of them stated that they earned at most 1 to 2 frcs. a day. . . . .

Where the work is given out in sufficient quantities, the energy of these brave women is evinced in excessive hours of work. Out of 550 women in the Paris underclothing trade who were questioned, 152 (*i.e.*, nearly 28 per cent.) stated that they worked from 10 to 13 hours a day ; some showed that they had worked 15, 16, 17 and even 19 hours uninterruptedly. These long hours are in full swing during the flower-makers' season. In Rheims 37 per cent. of the women work from 11 to 14 hours ; in Lyons, 48 per cent. work from 11 to 16 hours ; in Paris, 38 per cent. work from 11 to 18 hours."

offences, of from 16 to 100 frcs., with a total of 3.000 frcs. On the proposal of the Minister of Labour, after consultation with the Superior Labour Council, the Act may be extended by Order to other trades.

A Circular of the Minister of Labour, dated 10th July, 1915 (Text E.B. X., p. 206), explains the new provisions in detail. The Circular emphasises the fact that the Act meets appropriately the development of home-work in supplying the needs of the Army.

[See also :—2·00, Norway ; 2·02, Switzerland (Neuchâtel) ; 2·11, Australia (New South Wales) ; 2·13, Spain ; 2·15, Australia (Queensland) ; 2·16, Australia (Commonwealth) ; 2·5, Australia (Commonwealth).]

### 2·06. CONTRACTS OF WORK.

[See 2·16, Australia (Commonwealth).]

### 2·07. PUBLIC WORKS AND CONTRACTS.

[See 2·05, Australia (Queensland) ; 4·1, Australia (Commonwealth, New South Wales) ; 4·3, Australia (Commonwealth).]

### 2·08. EMIGRATION AND IMMIGRATION ; NATIVE LABOUR.

*AUSTRALIA : Commonwealth.* The Commonwealth Immigration Restriction Act of 23rd December, 1901, as amended by the Act of 21st December, 1905, by the Contract Immigrants Act of 21st December, 1905, and by further amending Acts dated 14th December, 1908 (Title E.B. VII., p. 323, No. 1), and 16th September, 1910 (Title E.B. VII., p. 324, No. 7), and consolidated in 1910 (Title E.B. VII., p. 324, No. 8), was amended again in some respects on 24th December, 1912, by an Act (Title E.B. X., p. 256, No. 12), the short title of which (The Immigration Act, 1912) expressly omits reference to the former characteristic of Australian immigration legislation, namely the " restriction " of immigration. The Department of External Affairs takes part, under this Act, in the administration of the law, which was formerly in the hands of special immigration officers, the customs officials, and the police. In addition, the health conditions attached to the admission or exclusion of immigrants were considerably strengthened as compared with §3 (*a*) to (*f*) of the old Acts. Under §3 prohibited immigrants now include, in addition to illiterate persons, persons who have been sentenced to at least one year's imprisonment, and prostitutes [§3 (*a*) (*ga*), (*gc*) in the new form of the Act] ; (*b*) persons not possessed of the prescribed certificate of health ; (*c*) idiots, imbeciles, feeble-minded persons and epileptics ; (*d*) persons suffering from serious transmissible diseases or defects ; (*e*) persons suffering from pulmonary tuberculosis, trachoma or any loathsome or dangerous communicable disease, either general or local ; (*f*) persons suffering from any other disease or mental or physical defect, which, in the opinion of an officer, is liable to render the person concerned a charge upon the public or upon any public or charitable institution ; (*g*) persons suffering from any other disease, disability or disqualification specified by Order ; (*gb*) any person who has been convicted of any crime involving moral turpitude, but whose sentence has been suspended or shortened conditionally on his emigration, unless five years have elapsed since the expiration of the term for which he was sentenced. Finally, in order to prevent contact between healthy and any diseased immigrants, the Act authorises the Governor-General to establish medical bureaux outside the Commonwealth (in the first place, the United Kingdom being in contemplation) with the duty of thoroughly examining the emigrants before embarcation (§3A of the Act).

*Queensland.* The policy of a " White Australia " to which reference has been made above under " 2·05. Payment of Wages, etc.," is contemplated further in the following Queensland Acts : (1) The Sugar Works Act of 26th October, 1911 (Title E.B. X., p. 288, No. 5), which authorises the establishment of sugar works by means of State subsidies ; (2) the Wee Macgregor Tramways Agreement Act of 12th December, 1912 (both these Acts prohibit the employment of persons who cannot by an examination give proof of knowledge of the English language and writing) ; and (3) the Leases to Aliens Restriction Act of 12th January, 1912, which prohibits the leasing of more than 5 acres of land to aliens who have not passed a writing and reading test in a language prescribed by the Secretary for Public Lands.

[See also :—2·05, Australia (Commonwealth, Queensland) ; 2·05, Australia (Commonwealth).]

## 2.1. Labour Legislation for Particular Trades.

### 2·10. AGRICULTURE AND FORESTRY.

[See 2·02, Switzerland (Lucerne, Neuchâtel) ; 2·05, Australia (Commonwealth, Queensland).]

### 2·11. MINES.

*AUSTRALIA : New South Wales.* An Act to amend the Coal Mines Regulation Act of 9th September, 1902, which was adopted on 28th December, 1910 (Title E.B. X., p. 262, No. 7), and which bears the short title " Coal Mines Regulation (Ventilation) Act, 1910," strengthened the provisions of the principal Act as regards ventilation by requiring mine-owners to keep their ventilation apparatus in operation even during Sundays and holidays, in order to prevent injurious gases from accumulating in the mines on such days.— The existing legal provisions respecting coal mines [namely, the Coal Mines Regulation Act, 1902 (9th September, 1902) ; the Coal Mines Regulation (Inspection) Act, 1904 ; the Coal Mines (Amendment) Acts of 1905 and 1908 (24th December, 1908 ; Title E.B. IV., p. 318), and the Coal Mines Regulation (Ventilation) Act, 1910, mentioned above (28th December, 1910 ; Title E.B. X., p. 262, No. 7)] were consolidated on 26th November, 1912 (Extract E.B. X., p. 263, No. 12). Under this Act, the employment of boys under 14 and women is prohibited. The employment of young persons of from 14 to 18 years of age below ground is restricted on Saturdays to six and eight hours alternately, and on the remaining week-days, to nine hours ; an interval of at least 12 hours must be allowed between each shift ; the period of employment is exclusive of one hour's break for meals ; a register of young persons must be kept.

The principal (consolidated) Act was amended and supplemented again in the following year in certain points respecting the safety of the workers by an Act dated 15th October, 1913 (Title E.B. X., p. 286, No. 21). With the deepening of the coal mines the risk of explosion in many had increased (explosions in the Dudley, Burwood and Mount Kemble mines). A new Section consequently requires the appointment of a deputy in all mines for which safety lamps are necessary, and lays down regulations for the certificates of competency of such persons. Further amendments contemplated the more frequent introduction of electrical plant. By §10 the inspectors are brought under the Public Service Act, 1902, and thus given pension rights. In case of explosion or accident a representative of the workers has to be permitted

to visit the scene of the accident immediately with the inspector, and is required to note the result of his inspection in a book to be kept for the purpose ; certain occurrences (winding mishaps, the breaking of ropes, inrushes of water, fires, or the ignition of gas or dust) have to be reported to the inspector even when no loss of life results. The coal extracted has to be weighed before it is broken up. In addition, various safety provisions were amended or added by the Act.

*Queensland.* Originally, conditions of work in Queensland mines were regulated by Part XIV. of the Mining Act of 1898. Various inquiries into accidents (Mount Morgan), the experience of the officials of the Mining Department and a comparison with the mining legislation of other States of Australia, showed conclusively that the existing provisions were inadequate, especially as regards inspection, the protection of health, and safety. Consequently the Government drafted a comprehensive Bill based upon the British and South African laws and the more recent Acts of the Australian States. This Bill "to make better provision for the regulation and inspection of mines" was debated in the Parliamentary Session of 1910, and became law on 7th January, 1911 (Extract E.B. X., p. 287, No. 4). The Act extends and increases the functions of the inspectors ; the whole responsibility for the observance of its provisions is laid upon the mine-owners and managers ; arrangements for the protection of the health and life of the workers are to be regulated by order, by which means any necessary amendments can be introduced more promptly than by legislation. The part of the Act headed "Employees" contains only a few modifications of the earlier law. No person under 21 may act as mine manager, nor those under 18 as bracemen, platmen, or landers ; boys aged from 14 to 16 may not be employed without a medical certificate, nor unless they have passed the fifth standard at school ; boys under 14 and women may not be employed at all below ground ; in dangerous places the workmen must be within easy hearing of each other. No person may be employed as winding engineer unless he is in possession of a certificate of competency within the meaning of "The Inspection of Machinery and Scaffolding Act of 1908." and also of a medical certificate of fitness ; negligent winding must be reported to the inspector. Except for watchmen, the daily period of employment is limited to eight hours, exclusive of meal times, time occupied in preparing steam or fires, employment in case of emergency, etc. The regulation of Sunday work is quite new. This is prohibited in principle ; but, in accordance with the plan adopted in Western Australia and South Africa, the prohibition does not extend to a series of operations, namely watching, continuous processes in connection with smelting furnaces, ore reduction plants, etc. ; the examination of appliances, repairs or cleaning which cannot be done on any other day without interfering with the working of the mine ; pumping so that work may be resumed at the close of Sunday ; shaft-sinking in wet ground, where continuous work is necessary ; work necessitated by dangerous emergencies ; work authorised by the inspector, in certain circumstances.

[See also :—2·00, Norway ; 4·1, Australia (New South Wales).]

### 2·110. METAL TRADES.

[See 2·05, Australia (Commonwealth).]

### 2·111. CHEMICAL INDUSTRY.

[See 2·05, Australia (Commonwealth).]

### 2·12. MANUFACTURE OF LIGHTING MATERIALS.

*AUSTRALIA : New South Wales.* An Act dated 9th February, 1915 (Text E.B. X., p. 287, No. 22), prohibits, subject to a penalty not exceeding £20, the manufacture of white phosphorus matches or the selling or offering for sale of such matches, and amends the Factories and Shops Act accordingly. In introducing the Bill into the Legislative Council, the Vice-President of the Executive Council, the Hon. F. Flowers, stated that the object of the Bill was to make it possible for the Commonwealth to join the international agreement of Berne respecting the prohibition of the use of white (yellow) phosphorus in the match industry (dated 26th September, 1906 ; Text E.B. I., p. 275), and, following the example of Victoria, Western Australia and Tasmania, to introduce the prohibition of manufacture and sale after the Commonwealth had already prohibited importation (Proclamation of 8th December, 1908 ; Text E.B. IV., p. 18, No. 3). As there are no match factories in New South Wales, no interests are affected. A member of the Council, Martin Doyle, supported the Government from many years' experience of medical practice in the East End of London. The Bill was adopted by both Houses of Parliament without opposition.

### 2·13. TEXTILE INDUSTRY.

*SPAIN.* A Royal Decree dated 24th August, 1913 (Text E.B. X., p. 212), regulates hours of work in the textile industry. This Decree is the legislative outcome of an agreement come to by the employers and workers in the industry after the great strike of textile workers in Barcelona. In the report in support of the Decree drawn up by the Minister of the Interior (Boletin del Instituto de Reformas Sociales, X., I., 241), the following paragraph should be noted : " It should not be forgotten that Spain is one of those countries which will take part next September in the diplomatic conference to be held at Berne in order to prepare an international agreement respecting the limitation of the hours of work of women and young persons to 10 a day, and that, in proposing that the Government should take part in this Conference, the Institute of Social Reform expressed their conviction that a reduction of the working day to 10 hours was in general both possible and expedient, and would not involve any considerable interference with industry." Subject to the observance of Sundays and legal holidays, the Decree fixes the maximum working week at 60 hours and the maximum number of working hours in the year at 3,000. Where, in accordance with a contract or local custom, the maximum weekly hours were less than 60, before the issuing of the Decree, they may not be increased up to the maximum fixed by it. The existing provisions respecting the hours of work of women and young persons remain in force in so far as they are not contrary to the Decree. The employer is required to notify the inspectors of the distribution of the weekly hours amongst the days of the week. Remuneration for piece-work must be increased by an amount corresponding to the reduction of hours. The inspectors of labour and local councils of social reform, in connection with the Institute of Social Reform, have the duty of enforcing this Decree and also the laws regulating Sunday rest, the work of women and young persons, and the prohibition of night-work for women. Contraventions are punishable by fines ; all persons are entitled to notify contraventions. The Institute of Social Reform may propose an increase not exceeding 10 per cent. in the amount of the fines, which will be payable to the National Provident Institution for the benefit of persons incapable of work. The Institute has also the duty of issuing administrative regulations after consultation with the persons concerned.

### 2·130. PAPER INDUSTRY.

[See 2·00 Norway.]

### 2·131. LEATHER INDUSTRY.

[See 2·02, Switzerland (Lucerne).]

### 2·132. WOOD AND CARVING INDUSTRY.

[See 2·00, Norway; 2·05, Australia (Commonwealth, Queensland): 2·08 Australia (Queensland).]

### 2·133. PREPARATION OF FOOD, Etc.

[See 2·00, Norway; 2·02, Switzerland (Lucerne, Neuchâtel); 2·05, Australia (Commonwealth, Queensland); 2·08, Australia (Queensland).]

### 2·14. CLOTHING AND CLEANING TRADES.

*AUSTRALIA: Queensland.* An Act amending the Factories and Shops Act, dated 23rd October, 1914 (Text E.B. X., p. 308, No. 15), removed "hairdressers' shops" from the list of businesses exempted by §50 (1) of the Principal Act from the ordinary provisions of the law. Hairdressers' shops are consequently now subject to the Act.

[See also 2·01, United States of America (District of Columbia); 2·02, Switzerland (Lucerne, Neuchâtel); 2·05, France.]

### 2·140. BUILDING TRADES.

[See 2·05, Australia (Commonwealth); 4·1, Australia (New South Wales).]

### 2·141. POLYGRAPHIC INDUSTRY.

[See 2·00, Norway; 2·02, Switzerland (Lucerne, Neuchâtel).]

### 2·15. TRADE AND COMMERCE.

*AUSTRALIA: New South Wales.* The first Early Closing Act of the State of New South Wales, namely the Act of 22nd December, 1899, left the individual shopkeepers of the Metropolitan District and of the district of Newcastle free to choose between Wednesday and Saturday for the early closing day. As time went on, a need for uniformity was felt and it appeared expedient to fix upon Saturday as the general half-holiday. In 1909 the Government appointed a Royal Commission on the matter. The report presented by the Commissioner recommended, however, the retention of the former conditions. In the meantime the general Saturday half-holiday had been adopted in the capital of Victoria, Melbourne (Act of 2nd March, 1909; Text E.B. VII., p. 392, No. 2). The reports of the Chief Inspector of Factories and of the Department of Labour and Industry of Victoria emphasised the change of opinion which had taken place since the introduction of the original measure in that State. As a result, the Government of New South Wales (the Wade Ministry) submitted to Parliament at the beginning of the Session of 1910, a Bill to amend the Early Closing Act by making the Saturday half-holiday general, This Bill became the Act of 27th August, 1910 (Text E.B. X., p. 260, No. 4). This Act provides that the closing time for shops (with certain exceptions) in the Metropolitan shopping district, and in the County of Northumberland, shall be 1 o'clock on Saturdays, 6 o'clock on Wednesdays and 10 o'clock on Fridays. A number of businesses are exempt from this rule, namely, hairdressers' shops, chemists' and druggists'

shops, private and public dispensaries, flower shops, fruit shops, vegetable shops, tobacconists' shops, confectioners' shops, newspaper and newsagents' shops, public-houses, hotels and wine shops, undertakers' shops, restaurants, refreshment shops, eating houses, fish shops, oyster shops, cooked provision shops. These may take the half-holiday at their discretion on Wednesday or Saturday. The new provisions may be extended by proclamation, based upon a resolution of Parliament, to country districts.—Even the regulation of early closing in the country proved in need of revision. The Principal Act of 1899 gave country shopping districts the right to arrange for shopkeepers to choose the early closing day by vote. In 25 country towns Saturday was fixed without any exceptions being allowed. This decision affected the interests of butchers, poulterers and hairdressers. An Act dated 20th December, 1910, to amend the Early Closing Acts and the Saturday Half Holiday Act (Text E.B. X., p. 261, No. 6), consequently introduced a special arrangement for these three classes of shops in country districts in which the one o'clock closing day is Saturday, namely, on Wednesday, they must close at 1 o'clock, on Saturday at 10 o'clock, and on the remaining four week-days at 6 o'clock in the case of butchers and poulterers, and at 7.30 in the case of hairdressers. By the same Act, booksellers' and newsagents' shops are allowed to remain open on Friday until 10 o'clock. Under the Early Closing Act of 1900 these shops were allowed to remain open on Saturdays until 10 p.m. and on the remaining 5 days of the week until 8 o'clock; the amending Act of 27th August, 1910, had moreover not made Saturday closing compulsory for shops of this class. In addition, "poulterers' shops" are added to the schedule of businesses not bound to close on Saturday, appended to the amending Act of 27th August, 1910. Finally a new Section deals with the case arising when Christmas Day falls on a Sunday or Monday. In this case, shops otherwise bound to close at 1 o'clock on Saturdays may remain open on the Saturday before Christmas provided that they close at 1 o'clock on the preceding Wednesday and at 6 o'clock on the preceding Friday, and also remain closed on the Monday and Tuesday following the 24th December.

The various legal provisions respecting banks and bank holidays were consolidated by the Act of 26th November, 1912 (Title E.B. X., p. , No. 15). The Acts in question are the Banks and Bank Holidays Act of 1898, the Act of 1899 to amend that Act, the Banks Half-holiday Act of 1900 and the Act of 1906 to further amend the Banks and Bank Holiday Act (16th October, 1906; Title E.B. IV., p. 18, No. 1). Part III. of the consolidating Act requires banks to be closed on the following days: 1st January, 26th January, Good Friday, the day following Good Friday, Easter Monday, Christmas Day, 26th December, the King's Birthday, the Prince of Wales' birthday, 1st August. In addition, any bank with the permission of the Governor may remain closed on certain afternoons of their own choice after public notification.

*Queensland.* Bank holidays were regulated afresh by an Act dated 5th December, 1912 (Title E.B. X., p. 289, No. 9), which repealed the Bank Holidays Acts, 1904–06. The following days are now Bank Holidays: *1st January* (*New Year's Day*), 26th January; 1st March (St. David's Day); 17th March (St. Patrick's Day); *Good Friday*; the Saturday following Good Friday; *Easter Monday;* 23rd April (St. George's Day); 1st May (Labour Day); the *Birthday of the Sovereign;* the second Monday in September; 30th November (St. Andrew's Day); *Christmas Day;* 26th December (St. Stephen's Day). If any of these festivals fall on a Sunday the following Monday is treated as the holiday; if the 26th December falls on a Monday the following Tuesday is a holiday; when 26th January or Labour Day fall on any day other

than a Monday, the holiday is taken on the Monday next following. The Home Secretary may from time to time fix special holidays or half-holidays for the whole State or for certain districts, or he may substitute other holidays for the legal holidays in certain cases. Work performed on the holidays printed in italics counts as overtime work and must be paid at the rate of one-and-a-half times the ordinary rate ; work on the remaining holidays does not count as overtime. The banks may, at their discretion, introduce afternoon holidays after giving due notice.

[See also 2·01, United States of America (District of Columbia) ; 2·02, Switzerland (Lucerne, Neuchâtel).]

### 2.16. CARRYING TRADE.

*AUSTRALIA : Commonwealth.* The Australian Act of 24th October, 1913, relating to Navigation and Shipping (Title E.B. X., p. 256, No. 13), is modelled on the British Merchant Shipping Act, but is not half so comprehensive as that Act, although with its 425 Sections it is the longest Act of the Australian Commonwealth. The first Navigation Bill was submitted to the Senate in 1904. In June, 1904, a Royal Commission was appointed, who presented a detailed report, and whose recommendations were to a great extent embodied in the Government Bill from which the new Act resulted. The Bill was debated during the Session of 1912, and adopted on 24th December, except as regards the Royal Assent. It was assented to on 24th October of the following year. Part II., regulating the relations between masters and seamen, contains 167 Sections arranged in the following divisions:—(1) General, §§10-12 ; (2) the Superintendent, §13 ; (3) Officers, §§14-27 ; (4) Supplying Seamen, §§28-33 ; (5) Apprentices, §§34-38 ; (6) Rating of Seamen, §§39-42 ; (7) the Crew, §§43-45 ; (8) the Agreement, §§46-60 ; (9) Discharge of Seamen, §§61-68 ; (10) Seamen's Wages, §§69-94 ; (11) Seamen's Money Orders, §§95-98 ; (12) Discipline, §§99-115 ; (13) Provisions, §§116-122 ; (14) Health, §§123-134 ; (15) Accommodation, §§135-138 ; (16) Protection of Seamen, §§138-148 ; (17) Property of Deceased Seamen, §§149-160 ; (18) Relief to Seamen's Families, §161-162 ; (19) Distressed Seamen, §163 ; (20) the Master, §§164-169 ; (21) the Log, §§170-175 ; (22) Inquests, §176. The indentures of apprentices must be drawn up in the prescribed form ; the prospective apprentice must freely consent to be bound, must be 14 years old, healthy and strong, and physically fit for the service of the sea. Forms are also prescribed for seamen's agreements and certificates of discharge. Advances of wages are prohibited ; arrears of wages must be paid on discharge ; all deductions from wages must be entered in a wages book to be kept for that purpose ; the terms for the payment of wages are fixed in each case according to the nature of the voyage ; the wages of seamen and apprentices form the subject of preferential claims, and are not subject to attachment or arrestment. The supplying of bad provisions or water makes the owner liable to punishment and gives the seaman a right to money compensation. The owner is liable for the medical treatment of sick and injured seamen (except as regards persons suffering from venereal diseases or through their own fault) ; on ships plying abroad, the shipowner must provide the seamen with clothes. The minimum air-space for each seaman must amount to 140 cubic feet, and the minimum deck-space 18 square feet.

[See also 2·01, United States of America (District of Columbia) ; 2·02, Switzerland (Lucerne, Neuchâtel) ; 2·08, Australia (Queensland) ; 3, Germany—Netherlands.]

#### 2·160. HOTELS AND RESTAURANTS.

[See 2·01, United States of America (District of Columbia); 2·02, Switzerland (Lucerne, Neuchâtel); 2·15, Australia (New South Wales).]

#### 2·161. THEATRICAL AND OTHER PERFORMANCES.

[See 2·01, Australia (Queensland).]

#### 2·162. MILITARY AND CIVIL SERVICE.

[See 4·1, Australia (Commonwealth); 4·3, Australia (Commonwealth, New South Wales, Queensland).]

#### 2·163. DOMESTIC SERVICE.

[See 2.02, Switzerland (Lucerne).]

## 2.2. Unemployment and Employment Bureaux.

#### 2·20. UNEMPLOYMENT.

[See 2·5, Australia (Commonwealth).]

## 2.3. Industrial Courts; Right of Combination; Conciliation and Arbitration.

#### 2.30. INDUSTRIAL COURTS.

*SWITZERLAND: Vaud.* The Industrial Courts Act of the Swiss Canton of Vaud, dated 26th November, 1888, which had already been once amended, namely by the Act of 25th November, 1892, was completely revised and superseded by the Act of 24th August, 1911 (Title E.B. X., p. 221, No. 1). Criticism had been levelled especially at the composition of the Industrial Courts, from which the judicial element was excluded, against the excessively high sums with which the courts were competent to deal, and against the inadequate facilities for appeal. Chapter I. of the new Act reproduces §§1 to 4 of the previous law: the communes are empowered to appoint Industrial Courts, with the approval of the State Council. Chapter II. (Election of Judges) corresponds, with some modifications, to Chapter III. of the Act of 1888. In Chapter III. (Organisation of the Industrial Courts) the New Act departs from the principle embodied in the laws of Geneva (1883) and Neuchâtel (1885), and finally in the French Act then in force, namely, the joint representation of employers and employed in the Court with an employer and a worker presiding in turns. Instead, the Act provides, on the lines adopted in other cantons, for a president and vice-president to be selected by the Cantonal Court. The independent conciliation bureaux formerly existing were abolished by the new Act, the function of acting in a conciliatory capacity being transferred to the Industrial Court itself. The jurisdiction of the Industrial Courts (Chapter IV.) extends to all disputes between employers and workers arising from the contract of work in which the sum in dispute does not exceed 500 frcs. (formerly 3,000 frcs.). Chapter V. deals with Procedure, and Chapter VI. with appeals. In the latter, the right of appeal to the Cantonal Court is considerably extended.

#### 2.31. RIGHT OF COMBINATION.

*AUSTRALIA: Commonwealth.* The Act of 22nd December, 1911, to amend the Commonwealth Electoral Act (Title E.B. X., p. 255, No. 1) provides in §34 that every registered or unregistered trade union, etc., which has spent money in connection with any election, in the interests of any candidate, or

on behalf of a political party, or which has met the cost of printing election notices out of its funds, shall submit to the Commonwealth Election Officials in the State in question a statement of such expenditure.

The Act of 6th November, 1912, to amend the Referendum (Constitution Alteration) Act (Title E.B. X., p. 255, No. 4) contains a similar provision as regards the referendum.

*UNITED STATES OF AMERICA.* When the Sherman Act (Anti-trust Law) was under consideration in 1890 in the American Senate, the fear was expressed that workmen's organisations might come under the Act. But the originator of the Act himself assured the House that associations of workers having the object of promoting their interests and welfare and also of raising wages in order to secure their fair share of the product of their work, were not affected at all. In order to remove all doubt Senator George, with the aproval of Senator Sherman, proposed an additional clause expressly declaring that the Act should not apply to workers who organised in order to reduce their hours of work or raise their wages, nor to horticulturists and farmers who combined in order to raise the prices of their produce. In the debate in Committee, as a result of which the basis of the Bill was to some extent altered, this additional clause was dropped again on the ground that the application of the Act to agricultural organisations and trade unions was outside the bounds of possibility.

The Courts, however, failed to uphold the Legislature's interpretation of the Act. Two years later, on the occasion of a sympathetic strike of the white workers of New Orleans in favour of their coloured comrades, Judge Billings applied the Act against the workers' organisations by issuing an injunction in which he declared that the strike was in restraint of inter-state trade, and thus came under the Act. This first decision served as a precedent for a series of further cases. The most far-reaching decision was that given by the Supreme Court in the proceedings against the hat-maker Danbury, of Connecticut. The hat-makers employed by D. E. Lœwe and Co. came out on strike because the firm had refused to grant trade union conditions after the United Hatters of North America, including 70 out of the 82 felt hat manufacturers, had already come to an agreement ; the strikers had appealed to American workers to support them by boycotting the firm's goods. In 1903 proceedings for damages were commenced against the hat-makers, which resulted in the organisation being ordered to pay three times the damage, namely 252,000 dollars. Even the Supreme Court decided against the workers and ordered that the property of the members of the union should be attached.

The American Federation of Labor started at once, as a result of these legal decisions, an agitation for the exemption of trade unions from the Sherman Law. But it needed 10 years' fruitless effort before a provision to this effect was embodied in the so-called Clayton Anti-Trust Law. This Act (dated 15th October, 1914 ; extract E.B. X., p. 200, No. 2) lays down the principle that " the labour of a human being is not a commodity or article of commerce," and provides that no provision of the Anti-Trust Laws " shall be construed to forbid the existence and operation of labour, agricultural or horticultural organisations, instituted for the purposes of mutual help, and not having capital stock or conducted for profit or to forbid or restrain individual members of such organisations from lawfully carrying out the legitimate objects thereof." Such organisations are not to be held to be illegal combinations or conspiracies in restraint of trade and treated accordingly under the Anti-Trust Laws. Under the Act, injunctions may be issued in connection with trade disputes

only when they are necessary to prevent irreparable injury to property or to a property right. But no injunction may now be issued to prohibit any person or persons, whether singly or in concert, (1) from ceasing to work or persuading others by peaceable means to do so, (2) from attending at any place where they may lawfully be for the purpose of peacefully obtaining or communicating information or of peacefully persuading any person to work or to abstain from working (peaceful picketing), (3) from ceasing to patronise or employ any party to the dispute or from persuading others by peaceful and lawful means to do so (boycotting), (4) from giving or withholding from any person engaged in the dispute any strike benefits or other moneys or things of value, and (5) from doing any act which might lawfully be done in the absence of any dispute.

In a statement presented to Congressman Underwood on 17th October, 1914, President Wilson expressed himself as follows on the object of the Clayton Law in its application to the workers : " Incidentally, justice has been done the laborer. His labor is no longer to be treated as if it were merely an inanimate object of commerce disconnected from the fortunes and happiness of a living human being, to be dealt with as an object of sale and barter. But that, great as it is, is hardly more than the natural and inevitable corollary of a law whose object is individual freedom and initiative as against any kind of private domination."—(American Federationist, 1914, p. 974.)

### 2.32. CONCILIATION AND ARBITRATION.

*AUSTRALIA : Commonwealth.* The Conciliation and Arbitration Act of 15th December, 1904, which had already been repeatedly amended (see E.B. VII., p. XCV.) was again amended during the year 1914, namely, by the following Acts :—

(1) The Act of 10th October, 1914 (Title E.B. X., p. 256, No. 17), which had a special object, namely, merely to give the executive authorities power to appoint a substitute in the event of the President of the Conciliation and Arbitration Court being out of the country (now §14*a* of the Consolidated Act).

(2) The Act of 7th December, 1914 (for the text of the corresponding Sections of the Principal Act as amended, see E.B. X., p. 256, No. 18), the principal object of which is to prevent the obstructing effect of decisions of the High Court on the work of the Conciliation and Arbitration Court. In introducing the Bill into the House of Representatives, the spokesman of the Government (Fisher Administration, Labour Party) maintained that the line recently taken by the High Court (reference being specially made to the tramway prohibition case described below) was contrary to the original intention of the conciliation and arbitration legislation and was likely to disturb industrial peace, and that, if the Bill brought about no improvement, it would be necessary to extend the constitutional basis of the system of arbitration.—The following points may be noted in connection with the most important provisions of the amending Act. It had transpired that members of trade unions had been dismissed or penalised by their employers merely because they had appeared as witnesses before the Arbitration Court. Section 2 of the amending Act, which replaces §9 of the old Act, makes this reason for penalising workers illegal, in addition to the other reasons there named, but, at the same time, prohibits the workers, under penalty, from going out on strike because their employer has given evidence before the Arbitration Court.—Section 3 of the amending Act, by amending §19 of the Principal Act, aims at removing the difficulties which, as a result of the decision of the High Court in the tramway case, had been placed in the way of appealing to the Conciliation and Arbitration Court. In this case, the High Court

had decided that an organisation, even after registration as such by the registrar of the Arbitration Court, could not legally appear before the latter as plaintiff if it was proved that there had been any irregularity in the formation or registration of the organisation, regardless of whether the members were aware of it or not. The Act consequently allows any "association registered for the time being as an organisation" to appear before the Court.—Section 6 of the amending Act, by inserting a new §21*aa*, makes it possible, when an alleged industrial dispute is submitted, for application to be made to the High Court for a decision whether the intervention of the Arbitration Court is legally justified. The object of this provision is to prevent the High Court from issuing a writ of prohibition after years of costly proceedings. As was pointed out by Senator Gardiner on 27th November, 1914, in the Senate, in accordance with the decisions of the High Court, very serious industrial unrest, in connection with which it had even been found necessary to get permission to call out the troops, had been held not to be disputes within the meaning of the Arbitration Act (*cf.* Parl. Debates, Senate, p. 1151).

*New South Wales.* The Industrial Arbitration Act of 15th April, 1912 (Text E.B. VIII., p. 187), contains in its first Schedule a list of the industries and callings for which industrial boards were to be established. A number of further industries and callings were added to this Schedule on 14th December, 1912 (Text E.B. X., p. 283, No. 17).

*Queensland.* A system of wages boards on the lines of the Victorian legislation was introduced in Queensland by the Act of 15th April, 1908 (Text E.B. III., p. 168, No. 1; later amended by the Act of 9th January, 1912), after Parliament had, in 1906, decided against the system of compulsory arbitration. The innovation introduced into Australian law by the New South Wales Act of 24th April, 1908 (Text E.B. III., p. 256), namely a combination of wages boards and arbitration, was the model on which the Queensland legislation on this subject was developed. The Act of 7th December, 1912 (Text E.B. X., p. 289, No. 10), known as the "Industrial Peace Act," shows the influence of the legislation of New South Wales and especially of the Act of 15th April, 1912 (E.B. VIII., pp. 187 and LXXXIV.). The Queensland Act is based similarly on the combined system of wages boards together with an Industrial Court. An original feature of the Act consists in the fact that the industrial boards (as the wages boards are called) form in effect courts of first instance, while the Industrial Court has, in general, the functions of a court of appeal.

The Judge of the Industrial Court must be a barrister or solicitor of at least five years' standing or already a Judge. The Court acts as a court of first instance only where there is no industrial board for a calling or where an existing board is guilty of wilful or unnecessary delay in making an award. The Court has jurisdiction to deal with matters submitted to it by the Minister or the Industrial Registrar, or by an employer of not less than 20 persons, or by at least 20 employees. As a rule, however, as already mentioned, the Court deals with appeal cases. The Judge may moreover, when in his opinion this is desirable in the public interest, act as a mediator and summon any person to appear at a conciliation conference; if in such a case, an agreement is arrived at, it is binding in the same manner as an award of the Court; if no agreement is reached the ordinary procedure takes its course (reference first to an industrial board and finally to the Industrial Court). The industrial boards are the same as the old wages boards, but with extended functions. A board may be established for every calling coming under the Act. In order to remove all possibility of political influence (*Cf.* Parl. Debates, Council,

Vol. CXII., p. 1288) the Industrial Court is given the right to make recommendations as regards the setting up of boards and also, where the board fails to agree upon the choice of a chairman, as regards the nomination of a chairman to be appointed by the Governor in Council. The awards of the boards and of the Industrial Court are legally binding.

It is worthy of note that the Act contains no provision giving preferential treatment to members of trade unions. Up to the present this principle has not been accepted by the legislation of Queensland. The provisions as regards strikes and lock-outs are less drastic than those in several other States of the Commonwealth. The Queensland law only contemplates the "conditional prohibition" of a strike or lock-out. The Act makes a distinction according to whether or not the dispute concerns a "public utility," namely the supply of gas, electricity, water, milk, flour, bread, meat or fuel, and protection from fire. In both cases work must not cease until 14 days' notice has been given, and the Registrar has taken a secret ballot amongst the employers or employees concerned, the result of which is in favour of the lock-out or strike. In the case of public utilities, in addition, the matter must be considered by a compulsory conference called by the Judge of the Industrial Court. No strike or lock-out is lawful unless these conditions are satisfied.

*NORWAY.* The efforts which eventually led to the adoption of the Norwegian Act of 6th August, 1915, respecting industrial disputes (Text E.B. X., p. 308, No. 1) first found expression in a Government Bill of the year 1902 (Ot. prp. No. 11, 1902–3). This Bill proposed to make the registration of trade unions depend upon their acceptance in principle of a system of conciliation and arbitration. But neither this Bill nor a rather more far-reaching measure drafted in 1906, reached the stage of debate in Parliament. In 1908, at the instigation of Deputy Castberg, a Committee was appointed to investigate the question yet again (Solnordal's Report, 1909). A dispute which broke out in the summer of 1911 resulted, on 25th July, 1911, in the appointment of a new Government Commission. On 10th May, 1912, the Conservative Government then in power introduced a Bill based on the Committee's Report, which was known as the Stang Bill (Ot. prp. No. 29, 1912). This Bill distinguished between disputes of a judicial nature respecting the interpretation of collective agreements and conflicts of interests, and it provided for the latter being laid jointly by the two parties before an arbitration board for decision. At this early stage a number of trade unions raised objections on the ground that they had not been adequately consulted in the preparation of the Bill, and its consideration by Parliament was again postponed. On 17th January, 1913, the Government submitted a new Bill to the Odelsting (the second Stang Bill, Ot. prp. No. 11, 1913).

Then the re-election of Parliament brought a different majority into power. The Liberal Ministry, which replaced the former Conservative Government, withdrew the second Stang Bill, and replaced it on 11th April, 1913, by the Abrahamsen Bill (Ot. prp. No. 23, 1913). This Bill, like the earlier ones, still dealt with conciliation in industrial disputes, but contemplated in addition a system of compulsory arbitration; §45 provided that "a dispute shall be settled by arbitration, if the King shall find that, in view of its nature or extent, it endangers important public interests, if conciliation has been attempted in vain, and if the Storting has given its consent," In this case no cessation of work was to be allowed. Both the organised employers and the organised workers raised objections to the Bill. The executive of the National Trade Organisation of Workers (Arbeidernes faglige Landsorganisation) presented on

21st April a petition signed by 60,039 workers, protesting against any law which should check the workers' right to strike by any system of compulsory arbitration in disputes respecting the interests of the parties. A joint committee of workers and employers worked out another Bill. An extraordinary trade union congress, held in 1914, resolved to oppose the introduction of the Bill by the most strenuous efforts, and even to resort to a general strike, if necessary. The hopes of the opponents of the Bill that the Government would postpone its consideration until after the general election in the autumn of 1915, were not fulfilled. The Government introduced the Bill. Then the trade union leaders decided, on 5th May, 1915, to declare a general strike to begin on 22nd of that month, and instructed the trade unions to give notice to terminate all collective agreements. In spite of this threat the Parliamentary debates began. But at the sitting of the Odelsting on 11th May the Minister announced that, in view of the situation of the country during the present war, responsibility could not be taken for the position into which the country might be brought if a general strike were to break out. The Government, consequently, advised the House to delete the provisions of §45 respecting compulsory arbitration. The Minister stated, in addition, that the representatives of the Left supported the Government unanimously in this proposal. In view of this statement the Social Committee re-drafted the Bill in the sense in question (Indst. O. XII., 1915).

The Act which received the Royal Assent on 6th August, 1915, and came into force on 1st January, 1916, provides that disputes between a trade union and an employers' association respecting the validity, interpretation or existence of a collective agreement or respecting a demand based on a collective agreement (*i.e.*, judicial disputes) shall not be made the cause of a strike or lock-out. The Act defines a " trade union " as any association either of at least 25 workers, or of workers' organisations which together have at least 25 members, and which has an elected executive and the object of protecting the workers' trade and economic interests over against their employers. An employer's association under the Act is any association of employers or of employers' organisations, if they have an elected executive and the object of protecting the employers' interests over against their workers. Every trade union or employers' association is required to give written notice to the Social Department within one month after the Act comes into force or after the association is founded. The Act defines a strike as a total or partial cessation of work which the workers initiate corporately or by agreement amongst themselves, in order to force a settlement of a dispute between a trade union and an employer or an employers' association. A lock-out under the Act is a total or partial cessation of work which an employer initiates in order to force a settlement of a dispute between himself or another employer and a trade union, or between an employers' association and a trade union, regardless of whether other workers are taken on in place of those locked out. In order to deal with these disputes the Act establishes an Industrial Court, consisting of a president and four other members, appointed for three years. The president has to possess the qualifications prescribed for judges of the Supreme Court. Every employers' association comprising at least 100 employers employing at least 10,000 workers, and every trade union with at least 10,000 members, may nominate two persons as members of the Court. The members and two substitutes are then appointed from amongst those nominated. The disputes named can only be dealt with by the Industrial Court, and not by any other courts. But the parties may resort by agreement to private arbitration. The Act contains a number of provisions respecting procedure. A case is brought before the

court by a written application transmitted to the president. The parties may appear in person or by authorised representatives. Witnesses may be called. The proceedings are oral unless both parties agree to written proceedings and the court sees no objection to this course. The court has to see that the case is fully elucidated. The proceedings are public as a rule, but the public may be excluded if reference is to be made to the secrets of a business or association. Awards must be pronounced as soon as possible after the proceedings are closed. Awards are final and may be enforced in accordance with the rules applying to judgments of the Supreme Court. There are no court fees, but the parties may be required to pay the whole or part of the costs.

Disputes between a trade union and an employer or employers' association respecting the regulation of terms of employment or wages or other conditions of work not covered by a collective agreement (*i.e.*, conflicts of interests) may not, under the Act, be made the object of a strike or lock-out until the term of notice has expired, or, in any case, until four working days have elapsed since notice that work is to cease has reached the official conciliator. If the cause of the strike is the question of concluding a collective agreement to replace an existing agreement, the term of application of the latter must likewise have expired. If notice to cease work has been given in cases of the kind in question, the State Conciliator or the official conciliator for the district in which the organisation giving the notice is situated, must be notified immediately. The State Conciliator is appointed by the King, for the whole kingdom. This official is to divide the kingdom into conciliation districts for each of which an official district conciliator is appointed, who, with two other conciliators chosen by him from a panel set up by the Social Department, forms the board of conciliation. As soon as the State Conciliator or a district conciliator is notified that negotiations have not been opened or that they have been broken off, or as soon as he becomes aware of the breach in any other manner, he is required to forbid any cessation of work until conciliation proceedings in accordance with the Act have been closed, if he considers that a cessation of work will cause injury to the public interests either in view of the nature of the undertaking or the extent of the dispute. If notice for work to cease has already been given he has, in the same circumstances, to forbid the contemplated cessation of work. The State Conciliator or the district conciliator has to open the conciliation proceedings immediately the prohibition has been announced. Even when a strike or lock-out is not prohibited he may institute conciliation proceedings either on his own initaitive or at the request of one of the parties. He fixes the time and place for the proceedings, which need not take place in the conciliation district concerned. The conciliator summons the parties and also, where appropriate, the members of the board of conciliation. The rules applying to proceedings before the Industrial Court apply to the summoning of witnesses and other persons in conciliation cases. If an official conciliator deals with a case alone, he may collect all the necessary information in such a manner as he thinks good, and it is his duty to endeavour, to the best of his ability, to induce the parties to agree upon a reasonable settlement. If, at the request or with the consent of both parties, the matter is referred to the board of conciliation, the board is given the same powers as the official conciliator. The proceedings are held in private. If a settlement is reached, a collective agreement is drawn up with the co-operation of the conciliator. This agreement has to be signed by the parties or their representatives. When 10 days have elapsed since the cessation of work was prohibited, either party may require that the conciliation proceedings shall be closed, provided that the party in question has not stood aloof from or failed to co-operate in the pro-

21st April a petition signed by 60,039 workers, protesting against any law which should check the workers' right to strike by any system of compulsory arbitration in disputes respecting the interests of the parties. A joint committee of workers and employers worked out another Bill. An extraordinary trade union congress, held in 1914, resolved to oppose the introduction of the Bill by the most strenuous efforts, and even to resort to a general strike, if necessary. The hopes of the opponents of the Bill that the Government would postpone its consideration until after the general election in the autumn of 1915, were not fulfilled. The Government introduced the Bill. Then the trade union leaders decided, on 5th May, 1915, to declare a general strike to begin on 22nd of that month, and instructed the trade unions to give notice to terminate all collective agreements. In spite of this threat the Parliamentary debates began. But at the sitting of the Odelsting on 11th May the Minister announced that, in view of the situation of the country during the present war, responsibility could not be taken for the position into which the country might be brought if a general strike were to break out. The Government, consequently, advised the House to delete the provisions of §45 respecting compulsory arbitration. The Minister stated, in addition, that the representatives of the Left supported the Government unanimously in this proposal. In view of this statement the Social Committee re-drafted the Bill in the sense in question (Indst. O. XII., 1915).

The Act which received the Royal Assent on 6th August, 1915, and came into force on 1st January, 1916, provides that disputes between a trade union and an employers' association respecting the validity, interpretation or existence of a collective agreement or respecting a demand based on a collective agreement (*i.e.*, judicial disputes) shall not be made the cause of a strike or lock-out. The Act defines a " trade union " as any association either of at least 25 workers, or of workers' organisations which together have at least 25 members, and which has an elected executive and the object of protecting the workers' trade and economic interests over against their employers. An employer's association under the Act is any association of employers or of employers' organisations, if they have an elected executive and the object of protecting the employers' interests over against their workers. Every trade union or employers' association is required to give written notice to the Social Department within one month after the Act comes into force or after the association is founded. The Act defines a strike as a total or partial cessation of work which the workers initiate corporately or by agreement amongst themselves, in order to force a settlement of a dispute between a trade union and an employer or an employers' association. A lock-out under the Act is a total or partial cessation of work which an employer initiates in order to force a settlement of a dispute between himself or another employer and a trade union, or between an employers' association and a trade union, regardless of whether other workers are taken on in place of those locked out. In order to deal with these disputes the Act establishes an Industrial Court, consisting of a president and four other members, appointed for three years. The president has to possess the qualifications prescribed for judges of the Supreme Court. Every employers' association comprising at least 100 employers employing at least 10,000 workers, and every trade union with at least 10,000 members, may nominate two persons as members of the Court. The members and two substitutes are then appointed from amongst those nominated. The disputes named can only be dealt with by the Industrial Court, and not by any other courts. But the parties may resort by agreement to private arbitration. The Act contains a number of provisions respecting procedure. A case is brought before the

court by a written application transmitted to the president. The parties may appear in person or by authorised representatives. Witnesses may be called. The proceedings are oral unless both parties agree to written proceedings and the court sees no objection to this course. The court has to see that the case is fully elucidated. The proceedings are public as a rule, but the public may be excluded if reference is to be made to the secrets of a business or association. Awards must be pronounced as soon as possible after the proceedings are closed. Awards are final and may be enforced in accordance with the rules applying to judgments of the Supreme Court. There are no court fees, but the parties may be required to pay the whole or part of the costs.

Disputes between a trade union and an employer or employers' association respecting the regulation of terms of employment or wages or other conditions of work not covered by a collective agreement (*i.e.*, conflicts of interests) may not, under the Act, be made the object of a strike or lock-out until the term of notice has expired, or, in any case, until four working days have elapsed since notice that work is to cease has reached the official conciliator. If the cause of the strike is the question of concluding a collective agreement to replace an existing agreement, the term of application of the latter must likewise have expired. If notice to cease work has been given in cases of the kind in question, the State Conciliator or the official conciliator for the district in which the organisation giving the notice is situated, must be notified immediately. The State Conciliator is appointed by the King, for the whole kingdom. This official is to divide the kingdom into conciliation districts for each of which an official district conciliator is appointed, who, with two other conciliators chosen by him from a panel set up by the Social Department, forms the board of conciliation. As soon as the State Conciliator or a district conciliator is notified that negotiations have not been opened or that they have been broken off, or as soon as he becomes aware of the breach in any other manner, he is required to forbid any cessation of work until conciliation proceedings in accordance with the Act have been closed, if he considers that a cessation of work will cause injury to the public interests either in view of the nature of the undertaking or the extent of the dispute. If notice for work to cease has already been given he has, in the same circumstances, to forbid the contemplated cessation of work. The State Conciliator or the district conciliator has to open the conciliation proceedings immediately the prohibition has been announced. Even when a strike or lock-out is not prohibited he may institute conciliation proceedings either on his own initaitive or at the request of one of the parties. He fixes the time and place for the proceedings, which need not take place in the conciliation district concerned. The conciliator summons the parties and also, where appropriate, the members of the board of conciliation. The rules applying to proceedings before the Industrial Court apply to the summoning of witnesses and other persons in conciliation cases. If an official conciliator deals with a case alone, he may collect all the necessary information in such a manner as he thinks good, and it is his duty to endeavour, to the best of his ability, to induce the parties to agree upon a reasonable settlement. If, at the request or with the consent of both parties, the matter is referred to the board of conciliation, the board is given the same powers as the official conciliator. The proceedings are held in private. If a settlement is reached, a collective agreement is drawn up with the co-operation of the conciliator. This agreement has to be signed by the parties or their representatives. When 10 days have elapsed since the cessation of work was prohibited, either party may require that the conciliation proceedings shall be closed, provided that the party in question has not stood aloof from or failed to co-operate in the pro-

ceedings. The proceedings must be closed at latest four days after a lawful request to this effect has been made. If the conciliation authority has submitted a final proposal for the settlement of the dispute, this must be entered in the record of the proceedings. If no settlement is reached, the conciliator who has conducted the proceedings may publish a report on the case in whatever manner he considers expedient. If a district conciliator has conducted the proceedings he is required to report on the matter to the State Conciliator, embodying in his report any final proposal for a settlement which may have been presented. If the members of a board of conciliation are not agreed, the Minority may present a separate report.

The Act contains further provisions respecting the later acceptance of the conciliation authority's proposals, and the resumption of proceedings after they have been closed. No fees are payable in connection with conciliation proceedings ; each party bears its own costs in the absence of any agreement to the contrary.

## 2.4. Housing

*AUSTRALIA : New South Wales.* Two Acts were passed in 1912 with the object of providing dwellings, namely, the Housing Act of 4th April, 1912 (Title E.B. X., p. 263, No. 10), and the Sydney Corporation (Dwelling-Houses) Act of the same date (Title E.B. X., p. 263, No. 11). The first of these Acts provides for the appointment of a Housing Board of three members. The Government is empowered to acquire land. The Housing Board has to prepare this land for building purposes and draw up plans which must be ratified by the competent Minister. The Board may also, with the approval of the Minister, erect buildings and let them, in their discretion, for not more than seven years at a time ; the rent has to be so fixed that it yields 4 per cent. on the capital value of the land and building, covers the insurance and other fees and the cost of repairs and also part of the expenses of management, and is sufficient to provide for a sinking fund in respect of the capital cost of the buildings. Such land and buildings may also be sold, but only for personal use, and only to men over 18 and unmarried women over 21 who do not already possess a home of their own. The necessary funds are voted by Parliament and administered under the name of the " Housing Fund " ; the proceeds of sales and rents are also paid into this fund.——The second Act empowers the Corporation of Sydney to erect dwelling-houses and to sell or let them under such conditions as may seem good.

*Queensland.* In contradistinction to the New Zealand Housing legislation which is based on the leasehold system, the Queensland law [the Workers' Dwellings Act of 22nd December, 1909, and the administrative Order of 23rd February, 1910 (Titles E.B. X., p. 287, Nos. 1 and 3)] is based rather on the principle of freehold. For the administration of the law a " Workers' Dwelling Board " is set up, consisting of three Under-Secretaries of State. Parliament is required to vote certain credits ; in addition, an amount not exceeding £250,000 is to be raised in the form of 4 per cent. debentures. From these funds, which are administered separately by the Treasury, the Board may make advances for the building of houses for personal use to the holders of freehold lands or of miners' homestead leases or residence areas within the meaning of the Mining Act of 1898, who are not already in possession of a dwelling in Queensland or elsewhere and whose income does not exceed £200 per annum. The advances may not exceed 13s. 4d. in the £ on the estimated value of the house and land, or £300 altogether. They have to be covered by mortgages.

The repayment of advances is effected in such a manner that the borrower has to pay 5 per cent. on the loan during the first six months, and thereafter 13s. 3d. for every £100, together with 5 per cent. interest ; the term for repayment is 20 years. The land in question may not be surrendered, divided or leased without the permission of the Board.——An amending Act, dated 9th January, 1912 (Title E.B. X., p. 288, No. 7), increases the sum to be raised by debentures to £350,000 and fixes the proportion between the advance and the estimated value at 15s. in the £ (instead of 13s. 4d.).

[See also 4·0 Australia (New South Wales).]

## 2.5. Administration

*AUSTRALIA : Commonwealth.* The Commonwealth Constitution itself provides, in §101, for the institution of an Inter-State Commission, " with such powers of adjudication and administration as the Parliament deems necessary for the execution and maintenance, within the Commonwealth, of the provisions of this Constitution relating to trade and commerce, and of all laws made thereunder," and contains, in §§102–104, more detailed provisions as regards the functions and composition of this Commission. After fruitless attempts in 1901 and 1909, this constitutional requirement was carried out by the Act of 24th December, 1912 (Title E.B. X., p. 256, No. 10). The Inter-State Commission, which is modelled on the lines of the American Inter-State Commerce Commission, is not limited in its functions to the regulation of railways. It possesses wide powers of investigation. Under §16 of the Act the Commission is charged with the duty of investigating all matters of public interest affecting (*a*) the production of and trade in commodities ; (*b*) the encouragement, improvement and extension of Australian industries and manufactures ; (*c*) markets outside Australia and the opening up of external trade generally ; (*d*) the effect of Tariff Acts or other legislation of the Commonwealth in regard to revenue, Australian manufactures, and industry and trade generally ; (*e*) prices of commodities ; (*f*) profits of trade and manufacture ; (*g*) wages and social and industrial conditions ; (*h*) labour, employment and unemployment ; (*i*) bounties paid by foreign countries to encourage shipping or export trade ; (*j*) population ; (*k*) immigration ; and (*l*) other matters referred to the Commission by either House of Parliament, by resolution, for investigation. The Commission consists of three members appointed by the Governor-General, of whom one must be of experience in the law.

*SWEDEN.* An Act, dated 18th October, 1912 (Text E.B. X., p. 341), amending the Act of 20th November, 1909 (Text E.B. VI., p. 340) respecting the prohibition of the night-work of women in certain industrial undertakings, replaces the Commercial Board as the authority empowered to issue permits for night-work over long periods (one to four months) by the State Department for Social Questions.

[See also 2·00, Norway ; 2·01, United States of America (District of Columbia) ; 2·03, Australia (New South Wales, Queensland) ; 2·11, Australia (New South Wales, Queensland) ; 2·13, Spain.]

# 3. International Workmen's Insurance

*GERMAN EMPIRE and THE NETHERLANDS.* Treaty supplementary to the treaty signed on 27th August, 1907 (Text E.B. II., p. 350), respecting accident insurance, dated 30th May, 1914 (Text E.B. X., p. 198).—The accident insurance treaty of 1907 between the German Empire and the Netherlands laid down, in general, for both parties what is known as the territorial principle : that is to say, that the activities of firms belonging to one or the contracting States which extend into the territory of the other shall come exclusively under the accident insurance laws of the latter (Article 1). But the treaty departed from this principle in Art. 2 as regards the travelling parts of transport undertakings and in Art. 3 as regards firms of any kind during the first six months of their activities in the case of persons who were engaged in a part of the business subject to the accident insurance of their own country until the time of their employment in the other country. In these two cases the workers were to be subject to the accident insurance laws of the country in which the business was domiciled. The supplementary treaty of 30th May, 1914 (Text E.B. X., p. 198), adds to the Treaty a new Article *3a*, which provides that the place of residence of the insured persons shall not affect the question of insurance, but that in so far as the undertakings concerned are subject, in pursuance of Articles 1 to 3 to the accident insurance of one of the parties to the Treaty, the persons employed in such undertakings shall be subject to the insurance even if they do not reside in the territory of that party. This new provision was given retroactive effect in the case of accidents occurring before the coming into force of the supplementary Treaty, but in respect of which no decision had been issued by that date.——The Treaty was ratified in the German Empire by the Notification of 22nd May, 1915 (Text E.B. X., p. 212), and in the Netherlands by the Act of 6th March, 1915.

# 4. National Workmen's Insurance

### 4.0. SICKNESS INSURANCE.

*AUSTRALIA : New South Wales.* An Act, dated 23rd September, 1908 (Title E.B. X., p. 260, No. 1), regulates the payment of State subventions to Friendly Societies.

The existing legal provisions respecting Friendly Societies were consolidated by an Act dated 26th November, 1912 (Title E.B. X., p. 283, No. 16). The Acts thus consolidated were :—The Friendly Societies Act of 1899 ; the Act of 1900 to amend the Friendly Societies Act ; the Act of 1901 to further amend the Friendly Societies Act ; the Building and Co-operative Societies Act of 1902 ; the Act of 1906 to amend the Friendly Societies Act (dated 12th December, 1906 ; Title E.B. III., p. 87, No. 8) ; and the Act of 1908 mentioned above authorising the payment of subventions to Friendly Societies.——The Act of 7th January, 1913 (Title E.B. X., p. 285, No. 19), introduces an amendment of minor importance in the Act of 1906.

*Queensland.* The existing legislation respecting Friendly Societies, namely, the Friendly Societies Act of 1894 and the amending Acts of 1902 and 1912, were consolidated and amended in various respects by a comprehensive Act dated 29th October, 1913 (Title E.B. X., p. 308, No. 14). The provisions respecting the examination of accounts, and the valuation of assets, and financial control proved to be especially in need of amendment. The laws of

New South Wales, Victoria and New Zealand on this subject all contained provisions which it was found desirable to adopt in amending the Queensland legislation. The number of members in the 505 Friendly Societies of Queensland amounted in 1911 to 45,190, and their funds to £578,555.

*Victoria.* Two minor amendments were introduced into the Friendly Society laws of Victoria (*i.e.*, the Principal Act of 1890 and various amending Acts, by the Act of 5th October, 1914 (Title E.B. X., p. 286). The more important of these amendments was to the effect that trade unions were authorised in future, with the permission of the Government Statist, to use surplus funds, at their discretion, for the purposes of the union.

### 4.1. ACCIDENT INSURANCE.

*AUSTRALIA : New South Wales.* (*a*) By an Act, dated 19th August, 1910 (Title E.B. X., p. 260, No. 2), the old system of employers' liability (under which the worker, in order to make good a claim for damages, had to prove that the employer or his representative had been guilty of negligence) was replaced by a compensation scheme, under which the burden of proof is reversed, on the plan of the British legislation and in imitation of the Acts of New Zealand, South Australia and Queensland. The scope of the Act extends to dangerous occupations—including State undertakings : *i.e.*, to work on railways and tramways, in factories and workshops, mines and quarries, on wharves, in the building trade, in wool stores and other industries declared by Government Proclamation, in pursuance of a resolution of Parliament to be dangerous. But only workers where at least four persons are employed come under the Act, and only the manual workers in the undertakings affected. The employer is required to pay compensation to a worker who suffers bodily injury arising out of and in the course of his employment, provided that he is completely disabled for more than two weeks and that the injury was not caused by serious and wilful misconduct. The scale of compensation provided by the Act (Schedule 2) is as follows :—

(1) In case of death—

(*a*) If the worker leaves total dependants : Three times the annual earnings or at least £200, whichever is the larger, but not more than £400 ;

(*b*) If the worker leaves partial dependants : An amount to be fixed by agreement or by arbitration not exceeding the maximum named under (*a*) ;

(*c*) If the worker leaves no dependants : The expenses of medical treatment and burial, up to £12, if these are not borne by a Friendly Society ;

(2) In case of total or partial incapacity : Weekly compensation after the second week amounting to 50 per cent. of the average weekly earnings of the worker, but not more than £1 a week and £200 altogether.

If workers over 60 years of age have agreed in writing with their employers upon a maximum sum to be payable as compensation, not more than this amount may be awarded ; but the sum in question may not be less than (i.) £50 in the case of death if there are dependants, and (ii.) 5s. a week after the second week until £50 has been paid altogether in the case of total or partial incapacity. Where a worker has procured, in accordance with the regulations, a certificate from a medical referee to the effect that, as a result of age or physical or mental infirmity, he is exposed to the risk of accident to an exceptionally high degree, or that for the same reasons an accident would have especially serious results in his case, and if he has agreed in writing with his

employer upon a maximum sum to be paid in compensation, not more than this amount may be awarded; but the sum in question may not be less (i.) in case of death, if there are dependants, than £25 or 39 times the amount of the average weekly earnings, whichever sum is the larger; or (ii.) in case of total or partial incapacity, than 5s. a week after the second week or one-quarter of the average weekly earnings (whichever sum is the larger) until £50 has been paid altogether. Workers under 21 whose average earnings are less than £1 are entitled to 100 per cent. of their earnings, but not more than 10s. a week. Claims for compensation amounting to more than £30 have to be brought before the District Court; claims for smaller amounts are dealt with by the Stipendiary or Police Magistrate. Notice of the accident has to be given as soon as possible after it occurs and before the injured workman has voluntarily left the employer's service; a claim for compensation has to be made within six months of the accident or of the death. The scheme of compensation under the Act may be departed from in pursuance of a compensation or insurance scheme agreed upon by the employer and workers (contracting out). But any such scheme must, on the whole, be not less favourable for the workers and their dependants than the Act itself, which fact has to be verified by the Registrar of Friendly Societies after hearing the views of both parties. No person may be compelled to join in any such scheme. Where work is sub-contracted the principal contractor is responsible for the compensation; but he may procure indemnity from the sub-contractors.

(*b*) The Miners' Accident Relief Act of 1900 was amended by an Act, dated 27th August, 1910 (Title E B. X., p. 261, No. 5), chiefly as regards the extension of its benefits to further groups of miners (workers employed by a contractor or by a person working the mine upon tribute, checkweighmen, etc.).

A further Bill to amend the Miners' Accident Relief Act was introduced in the Parliamentary Session of 1911, but met with opposition as a consequence of its far-reaching financial effects. The most strenuously opposed provision (the inclusion of sewer miners) was meantime dropped as a result of these workers being taken over by the State and the Board of Water Supply and Sewerage, and the Government were consequently able to submit a Bill without this provision to Parliament in the 1912 Session. The amending Act, which came into force on 20th December, 1912 (Title E.B. X., p. 285, No. 18), contains merely a few amendments to the Principal Act. Amongst other things, it extends the scope of the prescribed accident relief to mines employing as a rule 10 workers (formerly 15); the Miners' Accident Relief Board is also somewhat modified; the weekly allowance for each child is raised from 2s. 6d. to 5s.

*Queensland.* The Workers' Compensation Act of 20th December, 1905 (Text E.B. III., p. 88, No. 2), in §*a* (2), I., exempted employers from paying compensation for accidents where the incapacity lasted less than two weeks. An amending Act, dated 29th December, 1909 (Title E.B. X., p. 287, No. 2), reduces this time limit of two weeks to three days.

*SWITZERLAND.* A short Act supplementing the Federal Act respecting sickness and accident insurance (dated 13th June, 1914; Text G.B. XI., p. 174; English translation in the "Bulletin of the Bureau of Labor." Washington, No. 103. August, 1912) was adopted on 18th June, 1915 (Text E.B. X., p. 214), with the object of facilitating the introduction of the system of accident insurance and of removing certain difficulties. The chief matter in question was the removal of the danger of the occupiers of compulsorily insured undertakings having to pay double accident insurance premiums for a time, namely, those of their previous private insurance and those payable to the Federal Fund. This uneconomic double insurance was made impossible by a provision to the effect that the

private insurance contracts of an employer coming under the compulsory insurance should expire as soon as the undertaking in question should be declared subject to the compulsory federal Accident Insurance Fund (§1 *et seq.*). A further amendment places claims for State premiums under the system of accident insurance in a privileged position in two respects : (1) These claims are given a preferential right in distraint and bankruptcy, and are advanced from the 5th to the 2nd class under the Federal Act respecting prosecutions for debt and bankruptcy ; (2) a declaration rendering enforceable an application for premiums is to be regarded as a judgment having the force of law, given by a Federal authority within the meaning of §81 of the Federal Act respecting prosecutions for debt and bankruptcy (§§11-13). A third amendment supplements and elucidates §60 of the Sickness and Accident Insurance Act, which enumerates the persons subject to compulsory insurance with the Federal Institution. Paragraph 4 of this Section made insurance compulsory in " undertakings which produce or use explosive substances by way of trade." Since, as a result of this provision, the very smallest store of benzine and every undertaking using gas came under the compulsory insurance, the expression " explosives " (Sprengstoffe) was substituted for " explosive substances " (explodierbare Stoffe) ; but, on the other hand, in a new §60 *bis*, the Federal Council was empowered to declare insurance to be obligatory in " undertakings which, by way of trade, produce or make use of, in large quantities, substances which are explosive or injurious to health, or in which such substances are given off." The same Section empowers the Federal Council to extend the insurance similarly in the case of a series of other undertakings and circumstances (electrical works, undertakings using dangerous machines or working in direct connection with the carrying trade, works carried out on behalf of public departments, etc.).

[See also 2·13, Spain ; 3·0, German Empire—Netherlands ; 4·3, Australia (Commonwealth).]

### 4.2. OLD AGE, INVALIDITY AND DEPENDANTS' INSURANCE.

*AUSTRALIA : Commonwealth.* By an Act dated 6th November, 1912 (Title E.B. X., p. 255, No. 3), a credit of three million pounds, and by another Act, dated 21st December, 1914 (Title E.B. X., p. 260, No. 19) one of 5½ million pounds was voted for the purposes of the Invalid and Old Age Pensions Act.

The Principal Act respecting Old Age and Invalidity Pensions, dated 10th June, 1908–13th August, 1909 (Text E.B. III., p. 245, No. 1, and V., p. 252, No. 2), was amended and supplemented in the following essential points by an Act dated 24th December, 1912 (Title E.B. X., p. 255, No. 6) : (1) Gifts or allowances given to a pensioner by children, grandchildren, etc., is included in the income not taken into consideration in assessing the pensions ; (2) naturalised subjects were made entitled to pensions, where otherwise eligible, from the time of their naturalisation, whereas the Principal Act required a waiting period of three years ; (3) the right to a pension was previously dependent upon the recipient being " permanently incapacitated " ; since it frequently occurred that in cases of blindness the doctors gave no proof of permanent incapacity for work, but on the other hand since the Treasury, since the Act came into operation, had invariably treated totally blind persons as entitled to pensions, if otherwise qualified, the amending Act regularised the position by providing that " permanently incapacitated persons should include the permanently blind " ; (4) under the Principal Act, the pension was subject to certain deductions, if the pensioner was in possession of real or personal property ; this provision proved too hard on old people who

happened to possess a house. Consequently the amending Act interprets §24 (2) of the Principal Act as follows : " Where the pensioner has accumulated property the amount of a pension shall be subject to a deduction of £1 for every complete £10 by which the net capital value of the accumulated property exceeds £50. Provided that, where both husband and wife are pensioners, except where they are living apart pursuant to any decree, judgment, order or deed of separation, the deduction in the case of each of them shall be £1 for every complete £10 by which the net capital value of the accumulated property exceeds £25." Section 25 (*b*) now reads as follows : " The net capital value of accumulated property shall be assessed in the prescribed manner, and, unless otherwise prescribed, the following provisions shall apply . . . (*b*) from the capital value of such accumulated property there shall be deducted all charges or encumbrances lawfully and properly existing on the property other than the home, and the residue remaining shall be deemed to be the net capital value of all accumulated property.

*New South Wales.* As soon as the Australian Commonwealth Act of 10th June, 1908 (Text E.B. III., p. 245, No. 2), introduced a system of invalidity and old age pensions for the whole Commonwealth, there was no longer any room for legislation in the different States on this subject. Consequently the New South Wales Old Age Pension Act of 1900 and Invalidity and Old Age Pensions Act of 1907 (24th December, 1907 ; Text E.B. V., p. 255), were repealed by the Act of 12th July, 1911 (Title E.B. X., p. 262, No. 9). The eight or nine cases which could not be brought under the Commonwealth Act were specially provided for by the Department of the Colonial Secretary and the Minister for Agriculture.

### 43. INSURANCE OF EMPLOYEES AND OFFICIALS.

*AUSTRALIA : Commonwealth.* An Act dated 24th December, 1912 (Title E.B. X., p. 256, No. 8), provides for accident compensation for Australian Commonwealth employees and workers, on the lines of the British Workmen's Compensation Act. Compensation is payable to a worker for accidents arising out of and in the course of employment in the service of the Commonwealth, with the following limitations ; (*a*) the worker is not entitled to recover compensation at the same time under the Act and independently of it ; notwithstanding the Commonwealth remains liable at common law ; (*b*) misconduct bars a claim to compensation except in the case of death or permanent and serious disablement ; (*c*) in case of death, only the expenses of medical attendance and funeral are payable ; (*d*) if the claimant has other claims to compensation, he can only proceed under the Commonwealth Act if he renounces the other claims ; (*e*) if the worker continues in the service of the Commonwealth, his wages are deducted from the compensation. " Workmen " entitled to compensation under the Act are persons employed in manual labour or clerical work, and apprentices, with the exception of (*a*) persons other than manual labourers, with an income exceeding £500 per annum ; (*b*) out-workers ; (*c*) members of naval or military forces on active service. Notice of the accident has to be given as soon as practicable, and before the worker has voluntarily left the service of the Commonwealth ; a claim for compensation must be made at latest six months after the accident or the death. In the case of contract work, the Commonwealth is liable to pay compensation in proportion to the workman's earnings, unless the liability to pay compensation was transferred by contract to the contractor. The Governor-General is empowered to appoint medical referees for the purposes of the Act.

The scale of compensation under the Act is as follows (Schedule I):

(1) In case of death—

(*a*) if the worker leaves dependants totally dependent upon his earnings: three times the annual earnings or £200, according to which sum is the larger, but not more than £500. (Adopted children and mothers-in-law are included amongst dependants as well as illegitimate children, etc.)

(*b*) if the worker leaves dependants who are only partially dependant upon his earnings: an amount not exceeding the maximum under (*a*), to be fixed by agreement or arbitration.

(*c*) if the worker leaves no dependants: the expenses of medical attendance and burial, not exceeding £30.

(2) In case of total or partial incapacity for work: weekly compensation not exceeding 50 per cent. of the average weekly earnings of the worker, but not more than 40s. a week. Workers under 21 whose average earnings are less than 20s. a week receive 100 per cent. of their earnings, but not more than 10s. a week.

*New South Wales.* The pensions of the staffs of State railways and tramways were regulated by an Act dated 27th August, 1910 (Title E.B. X., p. 260, No. 3).

*Queensland.* In Queensland, the Act of 7th December, 1912, to create a pensions fund for public servants and their dependants (The Public Service Superannuation Act of 1912) regulates the superannuation pensions of public servants, provided by a system of compulsory contributions deducted from the employees' salaries, with State subsidies.

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# bliographie du Bulletin de l'Office International du Travail.
# bliography of the Bulletin of the International Labour Office.

1915. No. 1.

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## Zeitschriftenschau. — Périodiques. — Periodicals. No. 1.

(1. I. 1914. — 31. XII. 1914.)

Abkürzungen, Abréviations, Abbreviations:

*A* = Annalen des Deutschen Reiches für Gesetzgebung, Verwaltung und Volkswirtschaft, München.
*A* = Annals of the American Academy of political and social science, Philadelphia.
*bst* = Abstinent, Wien.
*Cath* = Association catholique, Paris.
*ccB* = Accident Bulletin, Washington.
*DGZ* = Allgemeine Deutsche Gärtner-Zeitung, Berlin.
*E* = Archiv für Eisenbahnwesen, Berlin.
*F* = American Federationist, Washington.
*GH* = Annalen des Gewerbebeförderungsdienstes des k. k. Handelsministeriums, Wien.
*AgrW* = Agrarpolitische Wochenschrift.
*AgZ* = Arbeitgeber-Zeitung, Wien.
*AHM* = Annales d'hygiène publique et de médecine légale, Paris.
*AI* = American Industries, of, by and for the Manufacturers of the United States.
*AIK* = Archiv für innere Kolonisation.
*AINP* = Anales del Instituto Nacional de Previsión, Madrid.
*AJS* = American Journal of Sociology, Chicago and New York.
*AKS* = Archiv für kaufmännische Sozialpolitik, Hamburg.
*ALLR* = American Labour Legislation Review, New York.
*Am* = Ameise, Charlottenburg.

*ANat* = Action nationale, Paris.
*ANMI* = Amtliche Nachrichten des Ministeriums des Innern, Wien.
*ANRV* = Amtliche Nachrichten des Reichs-Versicherungsamtes, Berlin.
*AO* = Association ouvrière, Paris.
*APE* = American Photo-Engraver, Chicago.
*APfl* = Armenpflege, Wien.
*APSR* = American Political Science Review.
*AR* = Allgemeine Rundschau, Leizig.
*Arb* = Arbeiter, München.
*ArbA* = De Arbeid, Amsterdam.
*ArbB* = Arbeit, Bochum.
*ArbFr* = Arbeiterfreund, Berlin.
*ArbG* = Arbeitgeber, Berlin.
*ArbGA* = Arbejdsgiveren, Amsterdam.
*ArbJ* = Arbeiterjugend, Wien.
*ArbM* = Arbeitsmarkt, Berlin.
*ArbN* = Arbeitsnachweis, Troppau.
*ArbP* = Arbeiterpräses, Berlin.
*ArbR* = Arbeitsrecht, Stuttgart.
*Arbsk* = Arbetarskyddet, Stockholm.
*ArbSt* = Arbeiterstimme, Bern.
*ArbV* = Arbeiter-Versorgung, Grunewald-Berlin.
*ArbVZ* = Arbeiterversicherung, Volkstüml. Zeitschrift für, Berlin.
*ArbW* = Arbeit, Wien.
*ArbWM* = Arbeiterwohl, Münster.
*ArbZ* = Arbeiterinnenzeitung, Wien.
*ArchMH* = Archiv für soziale Medizin und Hygiene, Leipzig.
*ArchV* = Archiv für Volkswohlfahrt, Berlin.
*ARD* = Annales de la régie directe, Genève.
*ArmR* = The Army Review, London.
*ArztE* = Arzt als Erzieher, München.
*AerztVBl* = Aerztliches Vereinsblatt.
*AS* = Arbeiterschutz, Wien.
*ASA* = Archiv für die Geschichte des Sozialismus und der Arbeiterversicherung (Grünberg's), Leipzig.
*ASF* = Action sociale de la femme, Paris.
*ASG* = Annalen für Sozialpolitik und Gesetzgebung, Berlin.
*ASP* = Annales des sciences politiques, Paris.
*ASS* = Archiv für Sozialwissenschaft und Sozialpolitik, Tübingen.
*Ass* = Assicurazione, Roma.
*AStZ* = Allgemeine Steinsetzer-Zeitung, Berlin.
*ATFin* = Arbetsstatistik Tidskrift, Helsingfors.
*ATL* = Arbeit, die (le Travail, il Lavoro), Zürich.
*AzS* = Azione sociale, Bergamo.

*B* = Blätter für Armenwesen, Graz.
*BadBZ* = Badische Beamtenzeitung.
*BAEA* = Bulletin of the American Economical Association.
*Bak* = Bakkersbode, Amsterdam.
*BALCh* = Bulletin de l'association internationale pour la lutte contre le chômage, Paris.
*BArb* = Bergarbeiter, Oberhausen (Rheinland).
*BArg* = Boletin de la Union industrial argentina, Buenos Aires.
*BAS* = Bulletin des assurances sociales, Paris.
*BAVA* = Bureau-Angestellte und Volkstümliche Zeitschrift für praktische Arbeiterversicherung, Berlin.
*BBL* = Bulletin of the Bureau of Labor, Washington.
*BBLO* = Bulletin of the Bureau of Labor Statistics, Ohio, Cincinnati.
*BBM* = Bulletin of the Bureau of Mines, Washington.
*BBRB* = Bulletin du Bureau Officiel de renseignements sur le Brésil, Genève.
*BBS* = Bulletin, bibliographisches, der Schweiz, Bern.
*BBSI* = Bulletin périodique du Bureau Socialiste International, Bruxelles.
*BBT* = Bulletin de la Fédération nationale du bâtiment et des travaux publics, Paris.
*BBZ* = Beamtenbauzeitung, Wien.
*BCC* = Bulletin de colonisation comparée, Bruxelles.
*BCh* = Bulletin de la Chambre de commerce, Paris.
*BChA* = Bulletin officiel de la Chambre de commerce argentine en France, Paris.
*BCT* = Bulletin du Comité central du travail industriel, Bruxelles.
*BDT* = Boletin de la Dirección Generál del Trabajo, Buenos Aires.
*BE* = Bollettino dell'emigrazione, Roma.
*BEI* = Bollettino del lavoro per l'emigrante italiano in Europa, Ginevra.
*BErst* = Bericht-Erstatter, Berlin.
*Bew* = Beweging, Amsterdam.
*BF* = Boulangerie française, Paris.
*BFIF* = Bulletin mensuel de la Fédération des industriels et des commerçants français, Paris.
*BG* = Blätter für Genossenschaftswesen, Berlin.
*BGew* = Baugewerkschaft, Berlin.
*BHa* = Bauhülfsarbeiter, Hamburg.
*BHd* = Bauhandwerker, Magdeburg.
*BHZ* = Bauhandwerker, Zürich.
*BICW* = Bulletin of the Industrial Commission of Wisconsin, Madison.
*BIL* = Bollettino dell' Ispettorato del lavoro, Roma.
*BildZ* = Bildhauer-Zeitung, Berlin.
*BIntUH* = Bulletin der internationalen Union der Holzarbeiter, Berlin.
*BIT* = Bulletin de l'Inspection du travail, Paris.
*BK* = Bergknappe, Essen-Ruhr.
*BKK* = Betriebskrankenkasse, Essen-Ruhr.
*BlA* = Blumenarbeiter, Berlin.
*BlB* = Blaubuch, Berlin.
*BLC* = Bulletin de la Société de législation comparée, Paris.
*BLIT* = Bolletino della Lega industriale di Torino, Torino.
*BlSA* = Blätter für soziale Arbeit, Karlsruhe.
*BLSA* = Bulletin des Ligues sociales d'acheteurs.
*BM* = Bankers Magazin.
*BMAT* = Bulletin médical d. accidents du travail.
*BMIES* = Bulletin mensuel des institutions économiques et sociales (Institut international d'agriculture), Rome.
*BMP* = Bulletin des maladies professionnelles, Milan.
*BMS* = Boletin del Museo Social, Barcelona.
*BMT* = Bulletin du Ministère du Travail, Paris.
*BN* = Basler Nachrichten, Basel.
*BNCP* = Bollettino di notizie sul credito et sulla previdenza, Roma.
*Bo* = Bode, Amsterdam.
*Bod* = Bodenreform, Berlin.
*BOTCh* = Boletin de la Oficina del Trabajo, Santiago de Chile.
*BOTU* = Boletin de la Oficina del Trabajo, Uruguay, Montevideo.
*Bouw* = Bouwvakarbeider, Amsterdam.
*BP* = Bulletin de la prévoyance, Bruxelles.
*BPA* = Bulletin of the Pan-American Union, Washington.
*BPB* = Bulletin de la participation aux bénéfices.
*BR* = Belang en Recht, Amsterdam.
*BrMZ* = Brauerei- u. Mälterei-Verbandszeitung, Berlin.
*BRS* = Boletin del Instituto de Reformas Sociales, Madrid.
*BRV* = Blätter für vergleichende Rechtswissenschaft und Volkswirtschaftslehre, Berlin.
*BSEL* = Bulletin de la Société d'études législatives, Paris.
*BSFM* = Boletin de la secretaria de fomento, Mexico.
*BSHO* = Bulletin des Sociétés d'habitations ouvrières, Bruxelles.
*BStR* = Buletinul Statistic al României, Bucarest.
*Bu* = Bundesblatt, Schweizerisches, Bern.
*Bü* = Büntetőjogi Döntvénytar, Budapest.

*Bucha* = Buchhandlungsangestellte, Wien.
*BuchW* = Buchhändler-Warte, Berlin.
*BUL* = Bollettino dell' Ufficio del lavoro, Roma.
*BUL (NS)* = Bollettino dell' Ufficio del lavoro (Nuova serie), Roma.
*BUSI* = Bulletin officiel de l'Union syndicale des maîtres imprimeurs de la France, Paris.
*BV* = Basler Vorwärts, Basel.

*C* = Concordia, Berlin.
*CB* = Coopérateurs belges.
*CGD* = Correspondenzblatt der Generalkommission d. Gewerkschaften Deutschlands, Berlin.
*Ch* = Charities.
*CHF* = Correspondent für die Arbeiter und Arbeiterinnen der Hut- und Filzwarenindustrie, Altenburg.
*ChI* = Chemische Industrie.
*ChJ* = Chambers' Journal, London.
*CI* = Cooperazione italiana, Milano.
*Cint* = La Construction internationale, Bruxelles.
*CL* = Contratto di lavoro, Roma.
*Coiff* = Coiffeurgehilfen-Zeitung, Bern.
*Com* = Comune, Milano.
*ConfL* = Confederazione del lavoro, Milano.
*Cour* = Courier, Publikationsorgan d. Deutschen Transportarbeiter-Verbandes, Berlin.
*COV* = Central Orgaan voor de Ongevallen-Verzekeringen andere Werkliedenverzekeringen.
*COW* = Centraal-Orgaan voor de Werkliedenverzekering.
*CRev* = Contemporary Review, London.
*CrS* = Critica sociale, Milano.
*CSA* = Correspondenzblatt für Schweizer Aerzte, Basel.
*CT* = Cape Times-Weekly, Capetown.
*CultS* = Cultura sociale, Roma.

*DachZ* = Dachdecker-Zeitung, Frankfurt a. M.
*Dag* = Dagny, Stockholm.
*DAGZ* = Deutsche Arbeitgeber-Zeitung, Berlin.
*DAiZ* = Deutsche Arbeiterinnenzeitung, Berlin.
*DBKZ* = Deutsche Bäcker- und Konditoren-Zeitung, Hamburg.
*DBZ* = Deutsche Böttcher-Zeitung, Bremen.
*DC* = Dominion of Canada, Labour Gazette (Dominion du Canada, Gazette du Travail), Ottawa.
*Dek* = Dekorateur, Wien.
*Deu* = Deutschland, Berlin.
*Dev* = Devoir, Paris.
*DF* = Dokumente des Fortschritts, Berlin, Paris.
*DG* = Deutscher Gewerkschaftsführer, Wien.
*DGZ* = Deutsche Gärtner-Zeitung, Berlin.
*DHW* = Deutsche Handels-Wacht, Hamburg.
*DIBZ* = Deutsche Industriebeamten-Zeitung.
*DivS* = Divenire sociale, Roma.
*Diz* = Dizionario di Legislazione sociale, Modena.
*DIZ* = Deutsche Industrie-Zeitung, Berlin.
*DJZ* = Deutsche Juristen-Zeitung, Berlin.
*DKA* = Deutscher Kaufmann im Auslande, Hamburg.
*DKZ* = Deutsche Kolonial-Zeitung.
*DM* = Deutscher Maler, Düsseldorf.
*DMA* = Deutscher Metallarbeiter, Duisburg.
*DMH* = Deutscher Maschinist und Heizer, Berlin.
*DP* = Documents du Progrès, Paris.
*DrF* = Droit des Femmes, Paris.
*DStZ* = Deutsche Städtezeitung, Berlin.
*DTZ* = Deutsche Techniker-Zeitung.
*DVVW* = Veröffentlichungen des Deutschen Vereins für Versicherungswissenschaft, Berlin.
*DWZ* = Deutsche Wirtschaftszeitung, Berlin.
*DZch* = Deutscher Zeichner, Berlin.

*E* = Economist, 'sGravenhage.
*EA* = Economista Argentino, Buenos Aires.
*Ec* = Economist, London.
*EcFr* = Economiste français, Paris.
*Eco* = Economista, Firenze.

*EcR* = Economic Review, London.
*EF* = Epicerie française, Paris.
*Ei* = Eiche, Berlin.
*EInd* = Eisenbahn und Industrie, Wien.
*Eis* = Eisenbahner, Wien.
*EisM* = Eisenbahner, München.
*EJ* = Economic Journal, London.
*EM* = Engineering Magazine, New York.
*Eng* = Engineer, London.
*ER* = Edinburgh Review, London.
*ERG* = Editorial Railroad Gazette.
*ESF* = Ekonomiska Samfundet i Finland, Helsingfors.
*EugR* = Eugenics Review.
*ET* = Ekonomisk Tidskrift, Upsala.
*Et* = Etudes professionnelles, Paris.
*EvFrZ* = Evangelische Frauenzeitung.
*EW* = The Englishwoman, London.
*Exp* = Export, Berlin.
*EZ* = Oesterreichische Eisenbahnzeitung, Wien.

*F* = Der Filialleiter, Berlin.
*FCM* = Fachzeitung für Civilmusiker, Berlin.
*FFS* = Feuille fédérale suisse, Bern.
*Fg* = Fachgenosse, Berlin.
*FH* = Fabrik- und Handarbeiter, Burg.
*FinskT* = Finsk Tidskrift.
*Fl* = Fleischer, Berlin.
*FL* = American Federation of Labor, Weekly News Letters, Washington.
*Flr* = Flügelrad, Luzern.
*FR* = Fortnightly Review, London.
*Fr* = Frauenbewegung, Berlin.
*FrK* = Freie Kunst, Berlin.
*FrkZ* = Frankfurter Zeitung, Frankfurt.
*FS* = Fachzeitung für Schneider, Berlin.
*FSR* = Fachblatt der Sattler und Riemer, Wien.
*FSW* = Fachzeitung für Schneider und Wäschearbeiter, Berlin.
*FT* = Fédération typographique.
*FTid* = Försäkringsföreningens Tidskrift.
*FTU* = General Federation of Trade Unions, London.
*FZ* = Friseurgehilfen-Zeitung, Berlin.

*G* = Gewerkverein, Berlin.
*GastrZ* = Gastronomische Zeitschrift, Hannover.
*GB* = Gemeentebelangen, Amsterdam.
*GEc* = Giornale degli Economisti, Roma.
*GemW* = Gemeinwohl, Elberfeld.
*Gen* = Genossenschaft, Wien.
*Ges* = Gesundheit, Leipzig.
*Gew* = Gewerkschaft, Berlin.
*GewAD* = Gewerbe-Archiv für das Deutsche Reich, Berlin.
*GewR* = Gewerberichter, Wien.
*GewSt* = Gewerkschaftsstimme, München.
*GG* = Gastwirtsgehilfe, Berlin.
*GKG* = Gewerbe- und Kaufmannsgericht, Berlin und Frankfurt a. M.
*Gl* = Gleichheit, Stuttgart.
*GlZ* = Glaser-Zeitung, Karlsruhe.
*GP* = Graphische Presse, Berlin.
*GR* = Gesetz und Recht, Breslau.
*Gr* = Grundstein, Hamburg.
*GrA* = Grundstück-Archiv, Berlin.
*GrR* = Grande Revue, Paris.
*GRS* = Gewerkschaftliche Rundschau für die Schweiz, Bern.
*GrSt* = Graphische Stimmen, Köln.
*Grü* = Grütlianer, Zürich.
*GrW* = Grafisch Weekblad, Amsterdam.
*GrzB* = Grenzboten, Leipzig.
*Gsch* = Gewerkschaft, Wien.
*GSt* = Gewerkschaftsstimme (christl.), Aschaffenburg.
*GV* = Genossenschaftliches Volksblatt, Basel.
*Gw* = Gegenwart, Berlin.
*GW* = Gemeentewerkman, Amsterdam.

*H* = Handelsstand, Hamburg.
*HA* = Heimarbeiterin, Berlin.
*Ha* = Hafenarbeiter, Hamburg.
*Handm* = Handschuhmacher. Berlin.
*HaTr* = Handels- und Transportarbeiter, Wien.
*HBM* = Handelskammer zu Berlin, Mitteilungen, Berlin.
*HC* = Hygiène contemporaine, Sofia.
*HG* = Handel und Gewerbe, Berlin.
*HGZ* = Handlungsgehülfenzeitung, Berlin.
*HI* = Handel und Industrie, München.
*Hi* = Hilfe, Berlin.
*HibbJ* = The Hibbert Journal, London.
*HiD* = Hiteljogi Döntvénytar, Budapest.
*HM* = Handelsmuseum Wien.
*HO* = Hygiène ouvrière.
*HolzA* = Holzarbeiter, Köln.
*HolzAW* = Holzarbeiter, Wien.
*HolzAZ* = Holzarbeiterzeitung, Berlin.
*HolzAZS* = Holzarbeiterzeitung, Schweizerische, Zürich.
*Hot* = Hoteldiener.
*HS* = Huszadik Század, Budapest.
*HT* = Helvetische Typographia, Basel.
*HTr* = Handel und Transport, Zürich.
*Hu* = Hutarbeiter, Wien.

*I* = International, London.
*IAV* = Invaliditäts- und Altersversicherung im Deutschen Reiche, Mainz.
*IFIB* = Illinois Factory Inspection Bulletin, Chicago.
*IM* = Italia moderna, Roma.
*IMR* = Internationale Metallarbeiter-Rundschau, Stuttgart.
*IndG* = New South Wales Industrial Gazette, Sydney.
*IndL* = Industria, London.
*IndW* = Industrie, Wien.
*InstSoc* = Institut de Sociologie (Solvay), Bruxelles.
*IntG* = Internationales Genossenschafts-Bulletin, Zürich.
*IntTF* = Internationale Transportarbeiter-Federation, Berlin.
*IntW* = Internationale Wochenschrift.
*IR* = Independent Review.
*ItG* = Italica Gens, Torino.

*J* = Jugendfürsorge, Berlin.
*JAng* = Jahrbuch der Angestelltenbewegung, Berlin.
*JArb* = Jugendlicher Arbeiter, Wien.
*JBAgr* = The Journal of the Board of Agriculture.
*JBH* = Jahrbücher für Berg- und Hüttenwesen.
*JC* = Journal des Correspondents.
*JCC* = Journal des Chambres de commerce et d'industrie, Paris.
*JEc* = Journal des Economistes, Paris.
*Jfr* = Jouet français, Paris.
*JK* = Jogtudományi Közlöny, Budapest.
*JLNZ* = Journal of the Department of Labour, New Zealand, Wellington.
*JM* = Jern-og Metalarbeideren, Kristiania.
*JNSt* = Jahrbücher für Nationalökonomie und Statistik, Jena.
*Jog* = Jogállam, Budapest.
*JPE* = Journal of Political Economy, Chicago.
*JRStS* = Journal of the Royal Statistical Society, London.
*JSA* = Journal of the Society of Arts, London.
*JSCL* = Journal of the Society of Comparative Legislation, London.
*JSStP* = Journal de la Société de Statistique de Paris, Paris.

*K* = Kampf, Wien.
*KBl* = Korrespondenzblatt d. Verbandes der Tapezierer und verwandter Berufsarten, Berlin.
*KF* = Kultur der Familie, Berlin.
*KfR* = Kaufmännische Rundschau, Berlin.
*KolM* = Koloniale Monatsblätter.
*KolR* = Koloniale Rundschau.
*Kor* = Korrespondent für Deutschlands Buchdrucker und Schriftgiesser, Leipzig.
*KorK* = Apologetische Korrespondenz des Volksvereins für die Katholiken Deutschlands, München-Gladbach.
*KP* = Kommunale Praxis, Dresden.
*KPfl* = Krankenpfleger, Berlin.
*KPB* = Kommunal-politische Blätter.
*KR* = Konsumgenossenschaftliche Rundschau.
*KrZ* = Krankenkassenzeitung, Schweizerische, Zürich.
*KStAZ* = Keram- u. Steinarbeiter-Zeitung, Köln.
*KSW* = Katholisch Sociaal Weekblad.
*Ku* = Kupferschmied.
*Kult* = Kulturfragen, München.
*Kür* = Kürschner, Berlin.
*KürR* = Kürschner-Rundschau, Wien.
*KV* = Konsumverein, Wien.
*KvA* = Kamer van Arbeid.
*KZ* = Kunstgewerbezeichner, Berlin.

*L* = Lavoro, Milano.
*LA* = Lederarbeiter, Berlin.
*LB* = Landwirtschaftliche Blätter für Bodenkredit, Landeskultur, innere Kolonisation und Versicherungswesen.
*LBC* = Labour Bulletin of the Commonwealth Bureau of Census and Statistics, Melbourne.
*LBNY* = Labor Bulletin of New York, Albany.
*LdA* = Landarbeiter, Berlin.
*LG* = Board of Trade Labour Gazette, London.
*LHZ* = Lagerhalter-Zeitung, Leipzig.
*LL* = Labour Leader, London.
*LMass* = Labor Bulletin of the Commonwealth of Massachusetts, Boston.
*LZ* = Lederarbeiter-Zeitung, Berlin.

*M* = Mutualidad, Madrid.
*Mag* = Maganjogi Döntvénytar, Budapest.
*MAS* = Medicina delle assicurazioni sociali.
*Mas* = Masius' Rundschau, Blätter für Versicherungs-Wissenschaft, Leipzig.
*MaurW* = Maurer, Wien.
*MAV* = Monatsblätter für Arbeiterversicherung, Berlin.
*Mb* = Metaalbewerker, Amsterdam.
*MCBS* = Maandschrift van het Centraal Bureau voor de Statistiek, 'sGravenhage.
*MchrS* = Monatsschrift für christliche Sozialreform, Basel.
*MDH* = Mitteilungen des Deutschen Handelstages, Berlin.
*Méc* = Monde économique, Paris.
*Med* = Meddelelsesblad, Kristiania.
*MeddNA* = Meddelelser fra norsk Arbejdsgiverforening.
*MedS* = Medicina social, Barcelona.
*MFM* = Mitteilungen des k. k. Finanzministeriums, Wien.
*MGB* = Mitteilungen für die Gehilfenschaft des Buch-, Kunst- und Musikalienhandels, Wien.
*MGM* = Mitteilungen des Gewerbehygienischen Museums, Wien.
*MGSz* = Magyar Gazdák Szemléje.
*MH* = Mitteilungen der Grossherzogl. Hessischen Zentralstelle für die Landesstatistik, Darmstadt.
*MHF* = Mitteilungen der Handelskammer zu Frankfurt, Frankfurt.
*MIG* = Mitteilungen des Institutes für Gewerbehygiene, Frankfurt.
*Mijnw* = Mijnwerker, Heerlen.
*MIL* = Medici e Ispettorato del Lavoro, Cusana.
*MIM* = Moniteur des intérêts matériels, Bruxelles.

*Min* = Ministerialblatt der preussischen Handels- und Gewerbeverwaltung, Berlin.
*MJ* = Municipal Journal, London.
*Momec* = Momento economico, Milano.
*MoR* = Moniteur Commercial Roumain, Bucarest.
*MouvEc* = Mouvement économique, Bucarest.
*MouvSoc* = Mouvement social, Paris.
*MRev* = Monthly Review.
*MRVK* = Mitteilungen des Rheinischen Vereins für Kleinwohnungswesen, Düsseldorf.
*MSAM* = Mitteilungen des Statistischen Amtes München.
*MS(Ann)* = Musée Social (Annales), Paris.
*MskrS* = Maanedskrift for Sundhedspleje.
*MSO* = Moniteur des syndicats ouvriers, Paris.
*MSoc* = Mouvement social, Paris.
*MSSt* = Maanedskrift for Socialstatistik.
*MTS* = Magyar Társadalomtudomanyi Szemle.
*MühlZ* = Mühlenarbeiter-Zeitung, Altenburg.
*Mun* = Munkásügyi Szemle, Budapest.
*MZDS* = Mitteilungen der Zentralstelle des Deutsches Städtetages, Berlin.
*MZPL* = Mitteilungen der Zentralstelle der Preussischen Landwirtschaftskammern, Berlin.
*MZWOe* = Mitteilungen der Zentralstelle für Wohnungsreform in Österreich, Wien.

*N* = Nation, New York.
*NA* = Nuova Antologia, Roma.
*NAR* = North American Review, New York.
*NatT* = Nationaløkonomisk Tidsskrift, Kjøbenhavn.
*NB* = Neue Bahnen, Leipzig.
*NC* = Nineteenth Century and after, London.
*NCFR* = National Civic Federation Review, New York.
*NFr* = Neues Frauenleben.
*NL* = Neues Leben, Wien.
*Not* = Notenstecher, Leipzig.
*NR* = National Review.
*NRC* = Nieuwe Rotterdamsche Courant, Rotterdam.
*NSt* = The New Statesman, London.
*NSt(S)* = The New Statesman, Supplement, London.
*NT* = Nieuwe Tijd, Amsterdam.
*NTB* = Nõ és Társadalom, Budapest.
*NTF* = Nordisk Tidsskrift for Fængselsvæsen.
*NZ* = Neue Zeit, Stuttgart.
*NZZ* = Neue Zürcher Zeitung, Zürich.

*O* = Outlook, London.
*OeEZ* = Oesterreich. Eisenbahnbeamten-Zeitung, Wien.
*OeGAZ* = Oesterreichische gewerbliche Arbeitgeberzeitung, Wien.
*OeInd* = Bund Oesterreich. Industrieller, Wien.
*OeM* = Oesterreichischer Metallarbeiter, Wien.
*OeMH* = Oesterr. Maschinist und Heizer, Wien.
*OeOek* = Oesterreichischer Oekonomist, Wien.
*OeR* = Oesterreichische Rundschau, Wien.
*OeSa* = Oesterreichisches Sanitätswesen, Wien.
*OeUE* = Oesterreichisch-ungarisches Eisenbahnblatt, Wien.
*OeUZ* = Oesterreichisch-ungarischer Zündwarenfabrikant, Hořowitz (Böhmen).
*OeV* = Oesterreich. Verwaltungsarchiv, Wien und Leipzig.
*OeVZ* = Oesterreichische Versicherungszeitung, Wien.
*OeZöpV* = Oesterreich. Zeitschrift für öffentliche und private Versicherung, Wien.
*OM* = Ouvrier mineur.
*ON* = Obzor národohospodářsky, Praha.
*Org* = Organisator, Hamburg.
*OSC* = Odoborové sdruženi československé, Praha.
*Oświ* = Oświata, Posen.
*OV* = Ouvrier en voiture, Paris.

*P* = Proletarier, Hannover.
*Pa* = Papeterie.
*PB* = Patrie belge, Bruxelles.
*PBZ* = Privat-Beamten-Zeitung, Magdeburg.
*PCSI* = Progress civic, social, industrial, London.
*PG* = Peuple, Genève.
*PhH* = Photographischer Hilfsarbeiter, Berlin.
*Phy* = Physiokrat, Berlin.
*PJ* = Preussische Jahrbücher, Berlin.
*PK* = Politik och Kultur, Helsingfors.
*Pm* = Patrimonium, Amsterdam.
*PO* = Parlement et Opinion, Paris.
*Pos* = Posamenter, Liestal.
*PQ* = Political Quarterly, London.
*Pr* = Přehled, Praha.
*PRev* = Pokroková Revue.
*Pri* = Il Prisma, Torino.
*PS* = Paix sociale.
*PSQ* = Political Science Quarterly, New York.
*PVB* = Preussisches Verwaltungsblatt, Berlin.
*PW* = Professionaljnij Wjestnik, Petersburg.
*Px* = Paix par le droit, Paris-Nîmes.

*QJEc* = Quarterly Journal of Economics, Cambridge, Mass.
*QP* = Questions pratiques de législation ouvrière et d'économie sociale, Paris.
*QPAStA* = Quarterly Publications of the American statistical Association.
*QR* = Quarterly Review, London.

*R* = Regulator, Berlin.
*RA* = Reichsarbeitsblatt, Berlin.
*Ram* = Ramazzini, Firenze.
*RAP* = Revue de l'action populaire, Paris-Reims.
*RassM* = Rassegna mineraria, Torino.
*RAT* = Revue des accidents du travail.
*RBl* = Revue bleue, Paris.
*RBP* = Rivista della Beneficenza pubblica.
*RCol* = Rivista coloniale, Roma.
*RCP* = Rivista dei comuni e delle provincie, Firenze.
*RDC* = Rivista di diritto commerciale, industriale e marittimo, Milano.
*RDIP* = Revue du droit international privé.
*RE* = Revue d'économie politique, Paris.
*Re* = Recht, Wien.
*RefAV* = Reformblatt für Arbeiterversicherung, Frankfurt a. M.
*RéfEc* = Réforme économique, Paris.
*RéfSoc* = Réforme sociale, Paris.
*Rép* = Répertoire du Journal officiel, Paris.
*Rev* = Revue (ancienne Revue des Revues), Paris.
*RevBord* = Revue économique de Bordeaux, Bordeaux.
*RevC* = Revista católica de las cuestiones sociales, Madrid.
*RevEcC* = Revue économique canadienne, Paris.
*RevEcInt* = Revue économique internationale, Paris.
*RevGén* = Revue générale, Bruxelles.
*RevInt* = Revue internationale de sociologie, Paris.
*RevM* = Revue des deux mondes, Paris.
*RevP* = Revue de Paris.
*RevPM* = Revue de la prévoyance et de la mutualité, Paris.
*RevSHA* = Revista social hispano-americana.
*RevStat* = Revue de statistique, Paris.
*RevTr* = Revue du travail, Bruxelles.
*RG* = Railroad Gazette, New York.
*RIC* = Revue internationale du chômage, Paris.
*RifSoc* = Riforma sociale, Torino-Roma.
*RIL* = Rivista di diretto e giurisprudenza, patologia sociale e medicina forense sugli infortuni del lavoro e sulle disgrazie accidentali, Roma.
*RISS* = Rivista internazionale di scienze sociali e discipline ausiliari, Roma.

*RIt* = Rivista d'Italia, Roma.
*RLM* = Revue de législation des mines et statistique des houillères en France et en Belgique, Lille et Bruxelles.
*RM* = Revue maritime, Paris.
*RN* = Rassegna nazionale, Firenze.
*RP* = Rivista popolare di politica, lettere e scienze sociali, Roma.
*RPP* = Revue politique et parlementaire, Paris.
*RPRO* = Revue pratique des retraites ouvrières, Paris.
*RS* = Revue scientifique.
*RSAT* = Revue suisse des accidents du travail, Genève.
*RSC* = Revue socialiste catholique, Louvain.
*RSoc* = Revue socialiste, Paris.
*RSR* = Rivista social, Rio de Janeiro.
*RSynd* = Revue syndicaliste, Paris.
*Rt* = Réveil des Tisseurs, St.-Etienne.
*RT* = The Round Table.
*RTL* = Rivista tecnico-legale, Palermo.
*RUM* = Revue universelle des mines.
*RW* = Recht und Wirtschaft.
*RyN* = Railway News, London.

*S* = Spettatore, Roma.
*SA* = Suomen Ammattijärjestö, Helsinki.
*SatR* = Saturday Review, London.
*SAZ* = Schweizerische Arbeitgeber-Zeitung = Journal des Associations patronales, Zürich.
*SB* = Staats-Bürger, Leipzig und Berlin.
*SBHI* = Schweizerische Blätter für Handel und Industrie (Bulletin commercial et industriel suisse), Genf.
*Sch* = Schuhmacherfachblatt, Gotha.
*Schi* = Schiffahrt, Berlin.
*Schil* = Schilder, Amsterdam.
*SchmJB* = Jahrbuch für Gesetzgebung, Verwaltung und Volkswirtschaft im Deutschen Reiche, Leipzig (Schmoller).
*SchmZ* = Schmiede-Zeitung, Hamburg.
*SchwEis* = Schwäbische Eisenbahner, Stuttgart.
*SchZ* = Schiffs-Zimmerer, Hamburg.
*ScS* = Science sociale, Paris.
*SD* = Social Democrat, London.
*SDEZ* = Süddeutsche Eisenbahnzeitung.
*SE* = Szakszervezeti Ertesitö, Budapest.
*SEZ* = Schweiz. Eisenbahn-Zeitung, Burgdorf.
*SF* = Sozialer Fortschritt, Leipzig.
*SGF* = Soziale Gesetzgebung und die Frauen, Breslau.
*SGZ* = Schweizerische Gewerbezeitung, Bern.
*SH* = Schweizerisches Handelsamtsblatt, Bern.
*SHM* = Soziale Hygiene und Medizin, Berlin.
*Sig* = Sigarenmaker, Amsterdam.
*SInd* = Sächsische Industrie.
*SII* = La Sigurezza e l'Igiene nell' Industria.
*SJDS* = Statistische Jahrbücher deutscher Städte, Breslau.
*SJZ* = Schweiz. Juristen-Zeitung, Zürich.
*SK* = Soziale Kultur, M.-Gladbach.
*SKC* = Schweiz. kaufmännisches Centralblatt, Zürich.
*SKr* = Samfundets Krav, Kjøbenhavn.
*SKV* = Schweizer Konsumverein, Basel.
*SM* = Sozialistische Monatshefte, Berlin.
*SMedd* = Sociala Meddelanden, Stockholm.
*SMH* = Soziale Medizin und Hygiene, Hamburg.
*SocF* = Social Forsorg, Kopenhagen.
*SocMedd* = Sociale Meddelelser, Kristiania.
*Sol* = Solidarität, Berlin.
*SolH* = Solidarité horlogère, Chaux-de-fonds.
*SolZ* = Solothurner Zeitung, Solothurn.
*SozK* = Sozialpolitische Korrespondenz des Volksvereins für das katholische Deutschland, M.-Gladbach.
*SozR* = Soziale Revue, Essen.
*SP* = Soziale Praxis, Berlin.
*Spar* = Sparkasse, Hannover.
*SR* = Soziale Rundschau, Wien.
*SRV* = Soziale Rundschau (Wochenbeilage zum »Vaterland«), Wien.
*St* = Steinarbeiter, Leipzig.
*ST* = Sozial-Technik, Berlin.
*StA* = Steinarbeiter, Zürich.
*StatMGB* = Statistische Mitteilungen über das Grossherzogtum Baden, Karlsruhe.
*StaW* = Steinarbeiter, Wien.
*StB* = Strassenbahner, Berlin (Beilage des Courier).
*StE* = Stahl und Eisen, Düsseldorf.
*StI* = Stickerei-Industrie, Buchs-Werdenberg.
*StJBBuk* = Statistisches Jahrbuch d. Bukowina.
*StJBEL* = Statistisches Jahrbuch für Elsass-Lothringen.
*STid* = Social Tidskrift, Stockholm.
*StK* = Statistische Korrespondenz, Berlin.
*StM* = Statistische Monatsschrift, Brünn.
*StMit* = Statistische Mitteilungen, Brünn.
*StMW* = Statistische Monatsschrift der Stadt Wiesbaden.
*StT* = Statsøkonomisk Tidskrift.
*Stu* = Stukadoor, Schoten b/Haarlem.
*StVB* = Statistische Vierteljahrs-Berichte des Kantons Basel-Stadt, Basel.
*StW* = Sanitätswarte, Berlin.
*Surv* = Survey, New York.
*SvE* = Svensk Export.
*SW* = Sociaal Weekblad.
*SWS* = Schweizerische Blätter für Wirtschafts- und Sozialpolitik, Bern.
*Sz* = Schneiderzeitung, Cöln.
*SZ* = Sattler- und Portefeuiller-Zeitung, Berlin.
*SZG* = Schweiz. Zeitschrift für Gemeinnützigkeit, Zürich.
*SzS* = Szoczialpolitikai Szemle, Budapest.

*T* = Times (*ES* = Engineering Supplement; *LS* = Literary Supplement), London.
*TA* = Tidskrift for Arbejderforsikring, Kjøbenhavn.
*Tab* = Tabakarbeiter, Leipzig.
*TabZ* = Deutsche Tabakarbeiter-Zeitung, Düsseldorf.
*TAW* = Tonarbeiter, Wien.
*TB* = Textilarbeiter, Bern.
*TD* = Travail et Droit, Bruxelles.
*Te* = Temps, Paris.
*Tel* = Telegraph, Bochum.
*TeN* = Temps nouveaux, Paris.
*Tex* = Textilarbeiter, Berlin.
*TexW* = Textilarbeiter, Wien.
*TexZ* = Deutsche Textilarbeiterzeitung, Spremberg.
*TF* = Tidskrift for Forsørgelsesvæsen.
*Tg* = Tag, Berlin.
*ThA* = Thünen-Archiv, Organ für exakte Wirtschaftsforschung, Jena.
*TI* = Tidskrift for Industria.
*TIZ* = Tonindustrie-Zeitung, Berlin.
*Tj* = Tijdschrift van het Centraal Bureau voor de Statistiek, 'sGravenhage.
*TME* = Társadalmi Muzeum Értesitöje, Budapest.
*TMN* = Tijdschrift der Maatschappij van Nijverheid.
*TN* = Travail national, Paris.
*TOe* = Der Textilarbeiter in Oesterreich, Wien.
*Tö* = Töpfer, Berlin.
*TR* = Technische Rundschau, Berlin.
*TrA* = Transport-Arbeider, Amsterdam.
*TrB* = Transportbode.
*TrCh* = Travail chrétien.
*TSH* = Tijdschrift voor sociale Hygiene.
*TU* = Trait de l'union, Liège.
*TuW* = Technik und Wirtschaft.
*TW* = Technisch Weekblad.
*Typ* = Typograph, Berlin.
*TZ* = Textilarbeiter-Zeitung, Düsseldorf.

*U* = Umschau, Frankfurt a. M.
*Uit* = Uitkijk, Rotterdam.
*Um* = Umanitaria, Milano.
*UMM* = Union des industries métallurgiques et minières, Paris.
*Un* = União, Rio de Janeiro.
*UP* = Union postale, Berne.

*V* = Vorwärts, Berlin.
*VAnz* = Vereinsanzeiger, Hamburg.
*VB* = Versicherungsbote, Oldenburg.
*VBl* = Volkswirtschaftliche Blätter, Berlin.
*VBF* = Verbandsblatt (Brauer und Fassbinder), Wien.
*VBM* = Verbands-Zeitung der Brauerei- und Mühlenarbeiter, Berlin.
*Ver* = Die Vereinigung, Köln.
*Verb* = Verbandsblätter. Organ des Verbandes deutscher Handlungsgehilfen und seiner Kassen zu Leipzig.
*Verw* = Verwaltung und Statistik.
*VI* = Vita industriale, Terni.
*VIN* = Vie internationale, Bruxelles.
*VMU* = Volkswirtschaftliche Mitteilungen aus Ungarn, Budapest.
*VO* = Vie ouvrière.
*VP* = Voix du peuple, Paris.
*VRV* = Vierteljahrsrundschau über das Versicherungswesen, Berlin.
*VrW* = Vrede en Welvaart.
*VS* = Vie syndicale.
*VSt* = Vierteljahrshefte z. Statistik d. Deutschen Reiches, Berlin.
*VSW* = Vierteljahrsschrift für Sozial- und Wirtschaftsgeschichte.
*VT* = Vragen des tijds, Haarlem.
*Vv* = Volksverein, München-Gladbach.
*VW* = Volkswirtschaftl. Wochenschrift, Wien.
*Vz* = Voz do Povo, Rio de Janeiro.

*WA* = Wiener Arbeiterzeitung.
*WArch* = Weltwirtschaftliches Archiv.
*WAZ* = Westdeutsche Arbeiterzeitung, M.-Gladbach.
*WE* = Weckruf der Eisenbahner, Berlin.
*Welt W* = Weltverkehr- und Weltwirtschaft.
*Wer* = Christelijke Werkman, Enschede.
*WG* = Weckruf der Gemeindearbeiter, Wien.
*WI* = Werkmeister- und Industriebeamtenzeitung, Reichenberg.
*WIN* = Women's Industrial News, London.
*WLL* = World's Labour Laws, London.
*WNG* = Wochenschrift des niederösterreich. Gewerbevereins.
*WRev* = Westminster Review, London.
*WTU* = Women's Trade Union Review, London.
*WW* = World's Work, New York.
*WZ* = Werkmeisterzeitung, Düsseldorf.

*YR* = Yale Review, New Haven.

*Z* = Zimmerer, Hamburg.
*ZA* = Zeitschrift für Armenwesen, Berlin.
*ZB* = Zeitschrift für Bergrecht, Berlin.
*ZBHS* = Zeitschrift für das Berg-, Hütten- und Salinenwesen im preuss. Staate, Berlin.
*ZblGH* = Zentralblatt für Gewerbehygiene, Frankfurt.
*ZblR* = Zentralblatt für Reichsversicherung, Frankfurt a. M.
*ZBStB* = Zeitschrift des Kgl. Bayrischen Statistischen Bureaus, München.
*ZCGD* = Zentralblatt der christlichen Gewerkschaften Deutschlands, Köln.
*ZEA* = Zentralorgan deutscher Eisenbahn-Werkstättenarbeiter, Elberfeld.
*ZGH* = Zeitschrift für Gewerbehygiene, Unfallverhütung und Arbeiterwohlfahrtseinrichtungen, Wien.
*ZGU* = Zeitschrift für gewerblichen Unterricht, Leipzig.
*Zi* = Zimmerer, Wien.
*ZiB* = Zimmerer, Basel.
*ZIE* = Zeitschrift für den Internationalen Eisenbahntransport, Bern.
*ZKJ* = Zeitschrift für Kinderschutz und Jugendfürsorge, Wien.
*ZOH* = Zentralorgan des Verbandes der Hausangestellten Deutschlands, Berlin.
*ZP* = Zeitschrift für Politik, Berlin.
*ZPrStL* = Zeitschrift des Kgl. Preuss. Statistischen Landesamtes, Berlin.
*ZR* = Zeitrad, Wien.
*ZS* = Zeitschrift für Sozialwissenschaft, Berlin.
*ZSM* = Zeitschrift für soziale Medizin, Leipzig.
*ZSSt* = Zeitschrift für Schweiz. Statistik (= Journal de Statistique Suisse).
*ZSStL* = Zeitschrift des Kgl. Sächsischen Statistischen Landesamtes, Dresden.
*ZSt* = Zeitschrift für die gesamte Staatswissenschaft, Tübingen.
*Zu* = Zukunft, Berlin.
*ZVDI* = Zeitschrift des Vereins Deutscher Ingenieure, Berlin.
*ZVers* = Zeitschrift für die gesamte Versicherungswissenschaft, Berlin.
*ZVSV* = Zeitschrift für Volkswirtschaft, Sozialpolitik und Verwaltung, Wien, Leipzig.
*ZW* = Zeitschrift für Wohnungswesen, Berlin.
*ZWB* = Zeitschrift f. Wohnungswesen in Bayern, München.
*ZWH* = Zeitschrift für weibliche Handlungsgehilfen, München.
*ZX* = Zeitschrift für Xylographen, Berlin.

## I. Arbeiterschutzgesetzgebung. — Législation protectrice du travail. — Labour Legislation.

### A. International.

1. Bauer, St. Fortgang und Tragweite der internationalen Arbeitsschutzverträge. *ASG* 1914. III.
2. Francke, E. Die internationalen Arbeiterschutzverträge. *SP* 1914. XXIII. 37.
3. Stojentin, v. Zur Frage der internationalen Vereinbarungen für gesetzlichen Arbeiterschutz. *ArbG* 1914. 10.
4. Die Arbeitsgesetzgebung des Auslands im Jahre 1913. *AS* 1914. XXV. 9.
5. Marschan, Géza. A szociálpolitikai törvényhozás, 1913-ban. Európa és Amerikai Egyesült-Allamok. *TME* 1914. VI. 2.
6. Le développement de la législation sociale en Europe et aux Etats-Unis en 1913. *BMT* 1914. XXI. 2.

7. Législation du travail en Belgique et dans les parlements étrangers. *Rev Tr.* 1914. XIX. 2, 4.
8. Protection légale des travailleurs. *VIN* 1914. V. 1—2.
9. Legislazione sul lavoro in Italia e all'estero. *BUL* 1914. XXI. 1—3.

## B. National.

### a) Allgemein. — En général. — General.

10. Der deutsche Arbeiterschutz im Jahre 1912. *SZ* 1914. XXVIII. 6, 8, 9. *CGD* 1914. XXIV. 4. Stat. Beilage Nr. 1.
11. Die Gesetzgebung betreffend Arbeiterschutz und Arbeiterrecht im Jahre 1913. *LZ* 1914. XXII. 23, 24.
12. Mehr Arbeiterschutz. *WAZ* 1914. XVI. 9.
13. Sozialgesetzgebung während der Kriegszeit. *ZGGD* 1914. XIV. 17.
14. Alemania. La legislación social y la guerra. *BRS* 1914. XI. 125.
15. Lüders, E. Die Entwicklung der Arbeiterschutzgesetzgebung in den Vereinigten Staaten. *SP* 1914. XXIII. 23.
16. Von der Arbeiterschutzgesetzgebung der Vereinigten Staaten im Jahre 1913. *Gsch* 1914. XVI. 9.
17. Amerikanischer Arbeiterschutz. *ST* 1914. XIII. 9. *Arbsk* 1914. 4.
18. Arbeiderbeskyttelseslovgivningen i de forenede Stater i Amerika. *Soc Medd* 1914. II. 2—3.
19. Arbeiderlovgivning i de forenede Stater og Kanada. *Soc Medd* 1914. II. 4.
20. Sozialpolitische Gesetzgebung in Oesterreich im Jahre 1913. *AS* 1914. XXV. 2.
21. Einführung deutscher Arbeiterfürsorge in Belgien. *OeM* 1914. XXIV. 46.
22. Smith, H. Den sociale Lovgivning i 1914. *SKr* 1914. 14. 7.
23. Ny yrkesfarelag i Danmark. *Arbsk* 1914. 1.
24. Crépy, P. L'œuvre sociale de la dixième législature. *PO* 1914. IV. 11.
25. What's Wrong with our Industrial Legislation? *WIN* 1914. XVIII. 65.
26. Walter, A. Vom Arbeiterschutz in England. *SP* 1914. XIII. 2.
27. Nova Scotia, Ontario, Quebec, Saskatchewan Legislation affecting Labour — Législation de la Nouvelle Ecosse, Ontario, Québec, Saskatchéwan affectant le travail. *DC* 1914. XIV, XV. 9, 12, 5, 6.
28. The Statute Law of Industrial Import in the State of New South Wales. *IndG* 1914. Januar-Dezember.
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30. La legislazione sociale alla Camera. *L* 1914. VII. 12.
31. Lovforslaget om arbeiderbeskyttelse i industrielle virksomheter. *Soc Medd* 1914. II. 2—3.
32. Motioner i sociala frågor vid 1914 års riksdag. *SMedd* 1914. V. 2.
33. Schwanenflügel, W. Sverrigs ny Fabriklov. *SocF* 1913. IX. 1.
34. Arbetarskyddets utvidgande. *Arbsk* 1914. II. 8.
35. La protezione legale del lavoro in Isvizzera. IX. Leggi speciali di protezione operaia. *CrS* 1914. XXIV. 3, 4.
36. Die Erledigung der Revision des schweizerischen Fabrikgesetzes im Nationalrat. *CGD* 1914. XXIV. 1.
37. Zoller, O. Das neue schweizerische Fabrikgesetz und die internationalen Verträge. *SP* 1914. XXIII. 25.
38. Das neue Fabrikgesetz und die internationalen Arbeiterschutzbestimmungen. *TB* 1914. XIII. 6.
39. Das neue schweizerische Fabrikgesetz. *SP* 1914. XXIV. 12. *SAZ* 1914. IX. 28, 29.
40. Die kommende Gewerbegesetzgebung. *SAZ* 1914. IX. 5.
41. Gesichtspunkte für die Beratung über ein schweizerisches Gewerbegesetz (Gesetz über die Berufsorganisationen). *SGZ* 1914. XXXI. 17.—22.
42. The New Swiss Factory Act. *WLL* 1914. IV. 3.

### b) Beruflich. — Par professions. — Particular Trades.

43. Il disegno di legge sul lavoro nelle miniere. *ConfL* 1914. VIII. 299.
44. Verbesserung des Arbeiterschutzes in der Grosseisenindustrie. *SP* 1914. XXIII. 34.

45. Hue, O. Der Arbeiterschutz in der Schwereisenindustrie. *CGD* 1914, XXIV. 16, 18, 26.
46. Labour Protection in Metalliferous Mines and Quarries. *NSt (S)* 1914. IV. 79.
47. Reglamentación municipal de las fábricas de tejidos, hilanderías y fábricas de sombreros. *BArg* 1914. XXVIII. 545.
48. Bäckermeister und Arbeiterschutz. *KR* 1914. XI. 28.
49. Der Bauarbeiterschutz in der Reichsgesetzgebung. *BGew* 1914. XV. 3, 5, 6.
50. Techniker und Bauarbeiterschutz. *BGew* 1914. XV. 21.
51. Schutz der Eisenbahner in Baden und der Schweiz. *Flr* 1914. VI. 19, 20.
52. La réglementation du travail dans les chemins de fer. *MS(Ann)* 1914. XXI. 7.
53. Gesetzlicher Schutz des Wirtschaftspersonals in der Schweiz. *CGD* 1914. XXIV. 12.
54. Employment of Domestic Servants. — Resolution passed by Home and Domestic Employees' Union. *DC* 1914. XIV. 9.

## 2. Arbeiter- und Arbeitskammern. — Conseils du travail. Labour Councils.

55. Le camere del lavoro nei mesi di gennaio-dicembre 1914. *BUL (NS)* 1914. II. 1.—24.

## 3. Arbeiter- und Arbeiterschutzkongresse. — Congrès ouvriers et de protection ouvrière. — Labour Congresses.

### A. International.

#### a) Allgemein. — En général. — General.

56. International Conference for the Protection of Workpeople. *DC* 1914. XIV. 9.
57. Huitième assemblée des délégués de l'Association internationale pour la protection légale des travailleurs. *VIN* 1914. V. 3.
58. More about the Berne Conference. *WLL* 1914. III. 4.
59. Association Internationale pour la lutte contre le chômage. Assemblée générale de Gand 5—6 septembre 1913. Procès-verbaux des réunions et documents annexes. *BALCh* 1914. IV. 2.
60. Conférence internationale des délégués et membres des ligues sociales d'acheteurs tenue à Anvers les 26, 27 et 28 septembre 1913. Compte rendu. *BLSA* 1914. 1.
61. El III congrés internacional de les malalties professionals a Viena. *BMS* 1914. V. 25.
62. Congrès des Assurances sociales, Washington 1915. *BAS* 1914. XXV. 1.

#### b) Beruflich. — Par professions. — Particular Trades.

63. Bütow. 43. Versammlung des Internationalen Verbandes der Dampfkessel-Ueberwachungsvereine in Moskau 1913. *ST* 1914. XIII. 8.
64. Internationaler Textilarbeiter-Kongress in Blackpool (England) vom 8. bis 13. Juni 1914. *TB* 1914. XIII. 26. *TexW* 1914. XV. 25, 26.
65. Unser Kongress in Wien. (Internationale Holzarbeiter-Union). *BIntUH* (4 sprachig). 1914. XI. 2—6.
66. III. Internationale Konferenz der Zimmerer. *Zi* 1914. X. 1, 2.

### B. National.

#### a) Allgemein. — En général. — General.

67. Ausserordentliche Hauptversammlung der Gesellschaft für Soziale Reform. Berlin, den 9. Mai 1914. *SP* 1914. XXIII. 33. *GKG* 1914. XIX. 4.
68. Der IX. sozialistische Gewerkschaftskongress. *ZCGD* 1914. XIV. 15. *SP* 1914. XXIII. 40, 41. *CGG* 1914. XXIV. 20, 25, 27. *AG* 1914. 15. *Gew* 1914. XVIII. 24, 25. — Kloth, E. *NZ* 1914. XXXII. II. Band. 12. — Legien, C. *SM* 1914. XX. 12, 13.

69. Beschlüsse des IX. sozialistischen Gewerkschaftskongresses. *ZCGD* 1914. XIV. 16. *CGD* 1914. XXIV. 28
70. Fehlinger, H. The Ninth German Trade Union Congress. *AF* 1914. XXI. 10.
71. Die XXI. Jahresversammlung des Hauptverbandes deutscher Ortskrankenkassen. *BAVA* 1914. XX. 15.
72. Altenrath. Kongress für Wohnungsaufsicht und Wohnungspflege. *C* 1914. XXI. 1.
73. Kröhne M. Eindrücke vom Wohnungskongress in Berlin. *BlSA* 1914. VI. 1.
74. Der Kongress für einheitliches Angestelltenrecht. *KZ* 1914. VII. 10. *BAVA* 1914. XX. 9.
75. Brandis, W. Berufsgenossenschaftstag in Leipzig. *ST* 1914. XIII. 12.
76. Sachs, H. Die III. deutsche Konferenz zur Förderung der Arbeiterinnen-interessen. *BlSA* 1914. VI. 4. *C* 1914. XXI. 5.
77. Der 19. Kirchlich-soziale Kongress 21.—23. April in Wiesbaden. *SP* 1914. XXIII. 32.
78. Zimmermann, W. Sozialethische Zeit- und Streitfragen (25. Tagung des Evangelisch-sozialen Kongresses, 15. bis 17. April 1914 in Nürnberg). *SP* 1914. XXIII. 30.
79. Die XXXIII. Jahresversammlung des amerikanischen Arbeiterbundes (American Federation of Labor). *CGD* 1914. XXIV. 2.
80. Gompers, S. The Seattle Convention. A Review and Survey of the Constructive Work of that Splendid Gathering of the Representatives of Labor's Hosts. *AF* 1914. XXI. 1.
81. Annual Meeting of the British Section of the International Association for Labour Legislation. *WLL* 1914. IV. 2.
82. Annual Convention of the Trades and Labour Congress of Canada. *DC* 1914. XV. 4.
83. Annual Convention of Canadian Federation of Labour. *DC* 1914. XV. 4.
84. Second Annual Convention of the Alberta Federation of Labour. *DC* 1914. XV. 5.
85. Proceedings of fourth annual Convention of the British Columbia Federation of Labour. *DC* 1914. XIV. 8.
86. Le deliberazioni del IV congresso della confederazione del lavoro. *ConfL* 1914. VIII. 303.
87. Pagliardi, F. Il congresso della confederazione generale del lavoro: Organizzazione operaia e partito socialista: 1. La crisi e l'opposizione operaia; 2. la cooperazione e la resistenza etc. *CrS* 1914. XXIV. 11, 12.
88. Riunione del comitato della sezione italiana dell'Associazione internazionale per la lotta contro la disoccupazione. *BUL(NS)* 1914. II. 11, 12.
89. Assemblea generale della sezione italiana dell'associazione internazionale per la protezione legale dei lavoratori. *BUL (NS)* 1914. II. 15.
90. Primo congresso per la revisione della legge per gli infortuni sul lavoro. *BUL (NS)* 1914. II. 21.
91. VII Convegno dei segretariati laici di assistenza agli emigranti. *BUL (NS)* 1914. II. 1.
92. Det tredje nordiska arbetarförsäkringsmötet i Kristiania den 19—21 februari 1914. *Arbsk* 1914. II. 1, 3.
93. Föreningens för arbetarskydd årsmöte. *Arbsk* 1914. II. 5.

b) Beruflich. — Par professions. — Particular Trades.

94. X. Verbandstag katholischer Arbeiter- und Knappenvereine Westdeutschlands am 21. und 22. Juni 1914 in Essen. *WAZ* 1914. XVI. 26.
95. Anträge zum XI. ordentlichen Verbandstag der Metallarbeiter Oesterreichs. *OeM* 1914. XXIV. 30.
96. Vom VI. Verbandstag der Steinarbeiter Deutschlands in Dresden. *St* 1914. XVIII. 21, 22.
97. Zur L. Hauptversammlung des Deutschen Vereins für Ton-, Zement- und Kalkindustrie. *TIZ* 1914. XXXVIII. 17, 20—23.
98. Der V. Verbandstag aller Tonarbeiter am 22. Mai 1914 in Wien. *TAW* 1914. XIII. 12, 13.

99. XII. Verbandsgeneralversammlung der Maschinisten und Heizer sowie Berufsgenossen Deutschlands zu Leipzig. *DMH* 1914. XIX. 24, 25.
100. Dansk smede-og maskinarbeiderforbunds 13 kongres. *JM* 1914. XVIII. 7.
101. Der Verbandstag der Schuhmacher Deutschlands in Hamburg. *Sch* 1914. XXVIII. 23—25.
102. XIV. Generalversammlung des Gewerkvereins der Holzarbeiter Deutschlands in Berlin. *Ei* 1914. XXV. 24—26.
103. Schweizerischer Kaufmännischer Verein. 41. Jahresbericht des Centralkomitees umfassend den Zeitraum vom 1. Mai 1913 bis 30. April 1914. *SKC* 1914. XVIII. 24.
104. IX. Verbandstag des Deutschen Transportarbeiter-Verbandes; vom 7. bis 13. Juni 1914 in Köln. *Schi* 1914. XVII. 12, 13. *G* 1914. XVIII. 25, 26. *CGD* 1914. XXIV. 27.
105. XXVI. Delegiertenversammlung des Vereins Schweizerischer Eisenbahn-Angestellter. *SEZ* 1914. XXIX. 18, 19.
106. Protokoll der Delegiertenversammlung der Arbeiterunion Schweizerischer Transportanstalten; 18.—19. April 1914 in Zürich. *Flr* 1914. VI. 17.
107. VII. Verbandstag des Verbandes der Gemeinde- und Staatsarbeiter. *Gew* 1914. XVIII. 23, 24.
108. Congresso nazionale della Confederazione generale dell'impiego privato. *BUL (NS)* 1914. II. 23.

## . Arbeiter- und Arbeiterschutzorganisationen. Soziale Vereine. — Organiations ouvrières et organisations de protection ouvrière. Ligues sociales. — Labour Organisations, Societies, etc.

### A. International.

#### a) Allgemein. — En général. — General.

109. Legien, C. Die gewerkschaftliche Internationale 1910 bis 1913. *SM* 1914. XX. I. Band. 1. Heft.
110. Die internationale Gewerkschaftsbewegung im Jahre 1912. *Gsch* 1914. XVI. 12—14.
111. Braun, A. Die internationalen Beziehungen der Gewerkschaften. *NZ* 1914. XXXIII. 1. 3, 4.
112. Internationaler Bericht über die Gewerkschaftsbewegung vom Jahre 1912. *CGD* 1914. XXIV. 16—18.
113. III. Bericht über die internationale Organisation der Fabrikarbeiter. *P* 1914. XXIII. 3, 5, 6.
114. Heiss, Cl. Die Berufsvereine des Auslandes. *VBl* 1914. XIII. 1—4.
115. Le mouvement syndical international en 1912. *VIN* 1914. V. 5.
116. Il movimento internazionale dei sindacati nel 1912. *BUL* 1914. XXI. 2—3. *BUL (NS)* 1914. II. 7. *ConfL* 1914. VIII. 301.
117. Tionde internationella berättelsen över fackföreningsrörelsen (1912). *SMedd* 1914. V. 4.

#### b) Beruflich. — Par professions. — Particular Trades.

118. Berichte der angeschlossenen Verbände an den Internationalen Kongress der Holzarbeiter. (viersprachig). *BIntUH* 1914. XI. 7, 9.
119. Die Internationale Union der Holzarbeiter im Jahre 1913. (viersprachig). *BIntUH* 1914. XI. 10.

### B. National.

#### a) Allgemein. — En général. — General.

120. Organisationsprobleme. *Gsch* 1914. XVI. 23.
121. Der Syndikalismus. *G* 1914. XLVI. 19, 20.
122. Syndikalismus und Arbeiterbewegung. *GP* 1914. XXVII. 17—19.
123. Zimmermann, W. Arbeitsgemeinschaften. *SP* 1914. XXIV. 7, 8.

124. Schmidt, R. Organisationsfragen der Gewerkschaften. *SM* 1914. XX. II. Band, 12-13.
125. Das Organisationswesen der Gegenwart. *Gsch* 1914. XVI. 21.
126. Die Organisationsform der Gewerkschaften. Riepl, G. *NZ* 1914. XXXII. I. Band. 17. — Beyschwang, H. *NZ* 1914. 18. — Bratke, G. *NZ* 1914. 21.
127. Kamrowski, X. Die gewerkschaftliche Organisationsform. *NZ* 1914. XXXII. II. Band. 11.
128. Organisationszwang in den Arbeitsbetrieben. *FSW* 1914. XXVII. 2, 3.
129. Braun, A. Die beste Gewerkschaftsorganisation. *NZ* 1914. XXXII. II. Band. 12.
130. Heyde. Arbeiterbewegung. *JAng* 1914. VIII. 2.
131. Der Staat und die freien Organisationen. *DBKZ* 1914. XX. 23, 24
132. Bericht der Generalkommission der Gewerkschaften Deutschlands für das Jahr 1913. *CGD* 1914. XXIV. 19.
133. Die Gewerkschaftsorganisationen im Deutschen Reiche im Jahre 1913. *CGD* 1914. XXIV. 32. Statistische Beilage No. 6.
134. Das deutsche Gewerkschaftswesen im Jahre 1913. *SP* 1914. XXIII. 16.
135. Die Gewerkschaftsbewegung in Deutschland, die Arbeitersozialpolitik und die Kämpfe zwischen Unternehmern und Arbeitern im Jahre 1913. *ASS* 1914. XXXVIII. 2.
136. Braun, A. Die deutschen Gewerkschaften und ihr Kongress. *NZ* 1914. XXXII. II. 15.
137. Gewerkschaftliche Rückblicke. *CGD* 1914. XXIV. 17, 18, 20—26.
138. Tätigkeitsbericht der Reichsgewerkschaftskommission für das Jahr 1913. *Gsch* 1914. XVI. 2.
139. Berichte der Landessekretariate und Vertrauensmänner der Reichsgewerkschaftskommission im Jahre 1913. *Gsch* 1914. XVI. 6—10.
140. Meyer, K. Bericht des Ausschusses des Gesamtverbandes christlicher Gewerkschaften Deutschlands für 1913. *ZCGD* 1914. XIV. 7.
141. Die christlichen Gewerkschaften im Jahre 1913. *ZCGD* 1914. XIV. 14.
142. Boom, E. van den. Die christliche Gewerkschaftsbewegung. *MchrS* 1914. XXXVI. 5—8.
143. Der Verband der katholischen Arbeitervereine (Sitz Berlin) im Jahre 1913. *ZCGD* 1914. XIV. 15.
144. Beer, H. Der Krieg und die Gewerkschaften. *K* 1914. VII. 11—12.
145. Die Gewerkschaften während der Kriegszeit. *CGD* 1914. XXIV. 48.
146. Fehlinger, H. The German Trade Union Movement in 1913. *AF* 1914. XXI. 11.
147. — Trade Union Success in Germany. *AF* 1914. XXI. 1.
148. Le organizzazioni sindacali in Germania nel 1913. *BUL* 1914. XXII. 3.
149. Il movimento operaio giallo in Germania. *BUL* 1914. XXII. 2.
150. Landsorganisationen i Tyskland. *Med* 1914. IX. 7.
151. Die Verwaltung der Gewerkschaften in den Vereinigten Staaten von Amerika. *IMR (3 sprachig)* 1914. IX. 4, 5.
152. Schippel, Max. Von der amerikanischen Arbeiterbewegung. *SM* 1914. XX. I. Band. 6.
153. Lee, A. Zur Geschichte der amerikanischen Arbeiterbewegung. *NZ* 1914. XXXII. II. Band. 13.
154. Eckstein, G. Aus Amerikas Arbeiterbewegung. *NZ* 1914. XXXIII. I. Band. 4.
155. Strömungen in der amerikanischen Gewerkschaftsbewegung. *ZCGD* 1914. XIV. 6.
156. Der amerikanische Arbeiterbund im Jahre 1913. *CGD* 1914. XXIV. 1.
157. Il movimento operaio americano. *BUL* 1914. XXII. 5—6.
158. Die Stärke und Leistungsfähigkeit der internationalen Gewerkschaften Oesterreichs im Jahre 1913. *Gsch* 1914. XVI. 25.
159. Danneberg, R. Ein Blick ins Innere der Wiener Arbeiterbewegung. *K* 1914. VII. 9.
160. A szakszervezeti mozgalom tényei: Magyarország, Külföld. *TME* 1914. VI. 1, 2.
161. A válság éve es a szakszervezetek. *TME* 1914. VI. 1.
162. Unions professionnelles en Belgique. *BStR* 1914. XII. 34—35.
163. Le mouvement syndical en Belgique. Unions professionnelles reconnues. *RevTr* 1914. XIX. 2, 4, 6, 8, 10, 12.

164. En Jurist om Fagforeninger og Truster. *NatT* 1914. I. Jan.-Februar.
165. Den danske fagorganisation i 1913. *Med* 1914. IX. 6.
166. I sindacati danesi nel 1913. *BUL (NS)* 1914. II. 18.
167. Fra landsorganisationens aarsberetning. *Med* 1914. IX. 6.
168. Doctrine catholique de l'organisation du travail. *VS* 1914. II. 26.
169. Zamanski, J. La formation syndicale des jeunes ouvriers (I. II). *VS* 1914. II. 26, 27.
170. Zwiedineck-Südenhorst. Ueber den französischen Syndicalismus. *ASA* 1914. V. 1—2.
171. Steiner, J. Die französische Arbeiterbewegung während des Krieges. *NZ* 1914. XXXIII. I. 11—12.
172. Krisen i den Franske Syndikalisme. *NatT* 1914. I. Jan.-Febr.
173. Le organizzazioni operaie „gialle" in Francia. *BUL* 1914. XXII. 1.
174. Williams, F. R. Syndicalism in France and its Relation to the Philosophy of Bergson. *HibbJ* 1914. January.
175. Somerville, H. The Trade-Unionism in England. *MouvSoc* 1914. XXXIX. 1.
176. Harley, J. H. Syndicalism and the Labour Situation. *CRev* 1914. January.
177. Leubuscher, Ch. Der Syndikalismus in England. *SP* 1914. XXIII. 18.
178. Mai, A. Neue Tendenzen in der englischen Arbeiterbewegung. *NZ* 1914. XXXII. II. 15.
179. Englands Fagforeninger i 1913. *SKr* 1914. XIV. 1.
180. L'organizzazione operaia in Inghilterra nel 1913. *ConfL* 1914. VIII. 313.
181. Labour Organisation in Canada. *LG* 1914. XV. 1.
182. Die Entwicklung der Gewerkschaftsbewegung in Südafrika. *CGD* 1914. XXIV. 30.
183. L'organizzazione operaia in Italia nel 1912. *ConfL* 1914. VIII. 308, 309.
184. Le organizzazioni operaie nel 1913. *BUL (NS)* 1914. II. 8.
185. Les organisations ouvrières en Italie. *BMIES* 1914. V. 9.
186. Die italienischen Gewerkschaften und wir. *CGD* 1914. XXIV. 44, 45, 47.
187. Der Syndikalismus in Italien. *Gr* 1914. XXVII. 6, 7.
188. Atwood, M. J. Labor Unions in Mexico. *AF* 1914. XXI. 7.
189. Il movimento operaio nei Paesi Bassi. *BUL* 1914. XXII. 2.
190. Scher, W. Die Gewerkschaftsbewegung der letzten zwei Jahre in Russland. *NZ* 1914. XXXII. II. Band. 3.
191. Louis, P. Le mouvement syndical en Suède et en Norvège. *MS (Ann.)* 1914. XXI. 1 (supplement).
192. Lüdi, R. Oeffentlich-rechtliche Berufsorganisationen in der Schweiz. *SGZ* 1914. XXXI. 12, 13.
193. Organizzazione operaia nella Svizzera: La federazione operaia nel 1912. *BUL* 1914. XXI. 1.

b) Beruflich. — Par professions. — Particular Trades.

194. Der Landarbeiter-Verband im Jahre 1913. *LdA* 1914. VI. 6.
195. L'organizzazione sindacale dei domestici e dei lavoratori della terra in Germania. *BUL (NS)* 1914. II. 6.
196. Hue, O. Bergarbeiter- und Syndikatsfragen. *NZ* 1914. XXXII. II. Band. 7.
197. Der Verband der Kupferschmiede Deutschlands im Jahre 1913. *Ku* 1914. XXIX. 15.
198. Aus dem Deutschen Holzarbeiter-Verband. *BIntUH (4 sprachig)* 1914. XI. 3.
199. Der Deutsche Kürschnerverband im Jahre 1913. *Kr* 1914. XIX. 13.
200. Deutscher Transportarbeiter Verband. *IntTF* 1914 121.
201. Reif. Der Verband Deutscher Handlungsgehilfen zu Leipzig. *JAng* 1914. VIII. 2.
202. Aufhäuser. Angestelltenbewegung. *JAng* 1914. VIII. 1, 2.
203. Organisationsprobleme der Privatangestellten. *Gsch* 1914. XVI. 15. 16.
204. Schubert, E. R. Die Organisierbarkeit der Privatangestellten. *ASG* 1914. III.
205. Allina. Die gewerkschaftliche Angestelltenbewegung in Oesterreich. *JAng* 1914. VIII. 1.
206. Von den Metallarbeiterverbänden Amerikas und ihren Löhnen. *IMR (3 sprachig)* 1914. IX. 2, 3.
207. Die Union österreichischer Textilarbeiter im Jahre 1913. *TexW* 1914. XV. 14, 16.
208. Jern- og metalarbeidernes organisation i Danmark. *JM* 1914. XVIII. 12.

209. Higuera, J. C. Die Organisation der Seeleute in Spanien. (5 sprachig). *IntTF* 1914. 120.
210. Sindicato obrero metalúrgico de Asturias. *BRS* 1915. XII. CXXIX.
211. Das Organisationsverhältnis in der norwegischen Eisen- und Metallindustrie. *IMR (3 sprachig)* 1914 IX. 6.
212. Finsk metalarbeiderforbund. *JM* 1914. XVIII. 7.
213. Der Schweizerische Typographenbund im Jahre 1913. *HT* 1914. LVII. 21.

### C. Arbeitersekretariate.

214. Die Arbeitersekretariate und Rechtsauskunftstellen im Deutschen Reich im Jahre 1913. *CGD* 1914. XXIV. 46. Statistische Beilage No. 7.
215. Jahresbericht des Central-Arbeitersekretariats für das Jahr 1913. *CGD* 1914. XXIV. 19.

### D. Soziale Vereine. — Ligues sociales. — Societies.

216. Internationale Vereinigung für gesetzlichen Arbeiterschutz. (Sektionsberichte). *SP* 1914. XXIII. 20, 34.
217. Gorowitz, E. Die Gründung einer russischen Sektion der Internationalen Vereinigung für gesetzlichen Arbeiterschutz. *SP* 1914. XXIII. 38.
218. Associazione internazionale per la lotta contro la disoccupazione. Relazione generale sullo sviluppo dell'associazione. 1910—1913. *BUL (NS)* 1914. II. 16.
219. Wyatt-Papworth, L. The Women's Industrial Council: a Survey. *WIN* 1914. XVIII. 64.
220. Macadam, E. The Universities and the Training of the Social Worker. *HibbJ* 1914. January.

## 5. Arbeiterverhältnisse und -statistik. — Conditions du travail, statistiques des salaires et statistique sociale. — Conditions of Work: Wages, Labour Statistics.

### a) Allgemein. — En général. — General.

221 Günther, A. Gebiete und Methoden der amtlichen Arbeitsstatistik in den wichtigsten Industriestaaten. *SP* 1914. XXIII. 19.
222. Die Entwicklung der gewerblichen Löhne in den wichtigsten Industriestaaten. *OeM* 1914. XXIV. 24.
223. Tyszka, C. von. Tatsachen und Ursachen der internationalen Verteuerung der Lebenshaltung. *ASG* 1914. III.
224. Bauer, O. Die Teuerung. (Bericht erstattet dem Internationalen Sozialisten-Kongress Wien 1914). *K* 1914. VII. 10.
225. Winkler, W. Einnahmen und Ausgaben in Haushaltungsmonographie und Statistik. *ZVSV* 1914. 5—6.
226. Die wirtschaftliche Lage der Arbeiter im Jahre 1913. *AS* 1914. XXV. 19.
227. Lohneinkommen und Lebensmittelpreise. *ArbG* 1914. 12.
228. Löhne und Preise. *Z* 1914. XXVI. 11, 15.
229. Ortslöhne für erwachsene männliche Arbeiter in den Gemeinden von über 10,000 Einwohnern. *RA* 1914. XII. 1.
230. Das Arbeitsverhältnis in den Betrieben der Arbeiterbewegung. *ArbG* 1914. 11.
231. Die Arbeitsverhältnisse in den Fabriken. *TB* 1914. XIII. 28.
232. Die Lebenshaltung eines „besser" bezahlten Arbeiters. *DBKZ* 1914. XX 16.
233. Das Berufsschicksal der Arbeiter und Angestellten in der Industrie. *HGZ* 1914. XVIII. 1, 2.
234. Das Lebensalter der Industriearbeiter in den wichtigsten Gewerbezweigen. Nach der Berufszählung vom 12. Juni 1907. *RA* 1914. XII. 7, 8.
235. Lohneinkommen und Lebenshaltung *Grä* 1915. LXV. 40.
236. Die amtliche Denkschrift über Deutschlands wirtschaftliche Massnahmen während des Krieges. *SP* 1914. XXIV. 10.
237. Einkommens- und Wohnverhältnisse badischer Fabrikarbeiter. *SP* 1914. XXIII. 21.

238. Gompers, S. The American Labor Movement, its Makeup, Achievements and Aspirations. *AF* 1914. XXI, 7, 8.
239. Fehlinger, H. Die Industrie in den Vereinigten Staaten von Amerika. *SM* 1914. XX. I. Band. 2. Heft.
240. Estudio sobre salarios y horarios de los obreros y empleados en los diferentes trabajos en la capital federal y en el resto de la República Argentina. *BMS* 1914. III. 25.
241. Jornadas y salarios de los obreros; informe del Departamento Nacional del Trabajo. *BArg* 1914. XXVII. 541.
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# Bibliographie des Bulletins des Internationalen Arbeitsamtes.
# Bibliographie du Bulletin de l'Office International du Travail.
# Bibliography of the Bulletin of the International Labour Office.

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562. Elberding, P. Die Konkurrenzklausel. 47 p. Leipzig, Deutsch-Nationaler Handlungsgehilfenverband.
563. Baum, G. Das vertragliche Wettbewerbsverbot (Konkurrenzklausel). Nebst Kommentar zum Gesetz vom 10. Juni 1914 XII + 231 p. Berlin, Guttentag, 1914. M. 3.—.
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566. Loewenfeld, Ph. Der Erfinderschutz der Privatangestellten nach dem geltenden Recht und nach dem Entwurf des Patentgesetzes. 69 p. München, Duncker & Humblot, 1914. M. 2.—.
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575. Schuler, H. Normalarbeitsvertrag für kaufmännische Angestellte (ausgenommen für Reisende und Lehrlinge). 11 p. Zürich, Berichthaus, 1914.
576. Beschwerden der Arbeiter der eidgenössischen Regiewerkstätten betreffend Lohnregulativ vom Januar 1908, Entzug der Teuerungszulagen und anderes. 22 p. Bern, Unionsdruckerei, 1913.

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580. Georgesco, E. La nature juridique du contrat collectif de travail. Paris, Giard & Brière, 1914. Frs. 2.50.
581. Rafal, F. Les conventions collectives relatives aux conditions du travail en droit français. Paris, Rivière, 1913.
582. Salmerón y García. El contrato colectivo del trabajo. 178 p. Madrid, Est. tip. de Fortanet, 1914. P. 2.—.
583. Caracciolo, C. La funzione sociale del contratto collettivo di lavoro. VIII + 206 p. Roma, Artero, 1914.

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585. Lauffer, A. Die modernen Betriebsorganisationen in mittleren Maschinenfabriken und ihre Einführung. VIII + 191 p. Leipzig, Jänecke, 1914. M. 4.50.
586. Grull, W. Die Organisation von Fabrikbetrieben. 233 p. + 118 Abbildungen. Leipzig, Gloeckner, 1914. M. 1.50.

587. Seubert, R. Aus der Praxis des Taylor-Systems mit eingehender Beschreibung seiner Anwendung bei der Taylor Manufacturing Company in Philadelphia. VII + 156 p. + 45 Abbildungen. Berlin, Springer, 1914. M. 7.–.
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589. Thompson, Cl. B. Scientific Management; a Collection of the more significant Articles describing the Taylor System of Management. 878 p. Cambridge, Harvard University, 1914. $ 4.
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591. Henry, R Le socialisme et l'art de commander dans l'industrie. Liège, Vaillant-Carmanne, 1914. Frs. 3.50.
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596. Nemours-Auguste, L. De la distinction du mandat salarié et du louage de service. Paris, Giard & Brière, 1914. Frs. 2.25.
597. Delasvault, P. L. La réforme de la loi du 12 janvier 1895 sur la saisie-arrêt des salaires et petits traitements. Paris, Giard & Brière, 1914. Frs. 2.25.
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## 14. Arbeitszeit. Pausen. Sonntagsruhe. — Durée du travail. Repos. Repos hebdomadaire. — Hours of Work. Sunday Work etc.

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602. Dimanstein, J. Die Arbeitszeit der gewerblichen Arbeiter in Deutschland und ihre gesetzliche Regelung. (Diss.) 57 p. Göttingen, Vandenhoeck & Ruprecht, 1914. M. 1.20.
603. Achtuhr-Ladenschluss (§ 139 f. der R. G. O.) Bearbeitet von der Abteilung kommunaler Sozialpolitik auf Grund behördlicher Auskünfte nach dem Stande vom 15. Juli 1914. 45 p. Leipzig, Buchhandlung des Verbandes deutscher Handlungsgehilfen, 1914. M. —.50.
604. Werktags-Ausnahmetage (§§ 139 d. u. e. der R. V. O.) Bearbeitet von der Abteilung kommunale Sozialpolitik auf Grund behördlicher Auskünfte nach dem Stande vom 15. Juli 1914. 37 p. Leipzig, Buchhandlung des Verbandes deutscher Handlungsgehilfen, 1914. M. —.30.
605. Gesellschaft für Soziale Reform. Der Samstags-Frühschluss in Industrie und Handel des Deutschen Reichs; von Dr. L. Heyde, 201 p. Jena, Fischer, 1914. M. 1.30.

606. Friedensburg, F. Die für den preussischen Bergbau geltenden Bestimmungen über die Sonntagsruhe und über die Beschäftigung von Arbeiterinnen und jugendlichen Arbeitern. VI + 73 p. Kattowitz, Böhm, 1914. M. 1.25.
607. Graulich, L. Durée du travail dans les mines. 31 p. Liège, Poncelet, 1913. Frs. 1.50.
608. Gibon, F. Le dimanche de l'ouvrier. XVI + 44 p. Paris, rue Dutot 70 bis, Auteur, 1914.
609. Berthomieu, Ch. Du repos hebdomadaire. L'application des prescriptions légales sur le repos hebdomadaire dans les établissements commerciaux. Paris, Giard & Brière, 1914. Fr. 3.—.

## 15. Binnen-, Aus- und Einwanderung. Kolonialarbeit. — Migrations, émigration et immigration. Colonisation. — Migration, Emigration and Immigration. Native Labour.

Amtliche Veröffentlichungen — Publications officielles — Official Publications: Nr. 45—47, 54, 89, 96, 102, 103, 160, 162, 189, 190, 193.

610. Die Aufgaben des preussischen Landtags gegenüber den Erfordernissen der inneren Kolonisation. 73 p. Berlin, Deutsche Landbuchhandlung, 1914. M. 1.—.
611. Watzlawik, E. Die Begründung neuer Ansiedlungen nach geltendem preussischem Verwaltungsrecht. (Diss.) 76 p. Greifswald, 1914.
612. Oertzen, K. B. von. Wie erhalten wir unsern Bauernstand? Und wie befreien wir uns von den Wanderarbeitern? Bisherige Ergebnisse der Studienkommission für Erhaltung des Bauernstandes für Kleinsiedelung und Landarbeit. 40 p. Jena, Fischer, 1914. M. 1.20.
613. Protokoll der 72. Sitzung der Zentral-Moor-Kommission vom 15.—17. Dezember 1913. Nebst Anhang: Beckert, D. Zur Geschichte der Moorurbarmachung und Besiedelung in Ostfriesland. IV + 350 p. Berlin, Parey, 1914. M. 18.—.
614. Challier, F. La nouvelle loi sur la circulation des nomades. (Loi du 16 juillet 1912.) Paris, Giard & Brière, 1913. Fr. 3.—.
615 Eliaschewitsch, A. Die Bewegung zugunsten der kleinen landwirtschaftlichen Güter in England. Ein Beitrag zur Geschichte des Untergangs der kleinen englischen Landwirte und der Bewegungen für die innere Kolonisation. IV + 366 p. München, Duncker & Humblot, 1914. M 9.—.
616. Blanke, E. Beschränkung und Schutz der Auswanderung. (Diss.) 80 p. Greifswald, 1914.
617. Varga, E. Warum wir auswandern müssen! 15 p. Budapest, Volksstimme, 1914. Kr. —.06.
618. Casais y Santaló, José. Emigración española y particularmente gallega a Ultramar. Estudios. Asistencia. Protección. Fundamento. Medios de asistencia de que disponen los emigrantes en América. Trazos de un programa de tutela eficaz. 41 p. Madrid, S. I., 1915. P. 3.—.
619. Fernández de Castro, R. La Emigración española. Recopilación jurídico-social. 50 p. Barcelona, Imp. de la Casa provincial de la Caridad, 1915. P. 2.—.
620. Plagnard, E. L'émigration dans la commune de Prades d'Aubrac. 106 p. Carrère. Frs. 2.—.
621. Johnson, St. C. A History of Emigration from the United Kingdom to North America 1763—1912. 387 p. New York, Dutton, 1914. $ 2.—.
622. Carlucci, F. Corso magistrale di conferenze sulla emigrazione transoceanica. 110 p. Bari, Società Tip.-Editr. Barese, 1914. L. 1.50.
623. Ratto, M. L'emigrazione italiana e la Libia. 29 p. Roma, Unione editrice, 1914.
624. Murri, R. L'emigrazione italiana e il dovere nazionale. 53 p. Roma, Unione editrice, 1914.
625. Pavesio, G. Disoccupazione ed emigrazione. 197 p. Torino, Viretto, 1913.
626. Attolico, B. L'emigrazione e i maestri. 40 p. Bari, Società Tip.-Editr. Barese, 1914 L. —.50.
627. Mitkowicz, A. Ausländische Wanderarbeiter in der deutschen Landwirtschaft. (Diss.) VIII + 9 + 171 p. Posen, Praca, 1914.
628. Jenks, J. W. and Lauck, W. J. The Immigration Problem; a Study of American Immigration Conditions and Needs. (3d Edition.) 23 + 551 p. New York. Funk, 1913. $ 1.75.

629. Roberts, P. The New Immigration; a Study of the Industrial and Social Life of South Eastern Europeans in America. New York, Macmillan.
630. Ross, E. A. The Old World in the New; The Significance of past and present Immigrant to the American People 340 p. London, Unwin. 10 s.
631. Joseph, S. Jewish Immigration to the United States from 1881 to 1910. 209 p. New York, Longmans, Green, 1914. $ 1.50.
632. Guevara, J. C. de. L'immigration italienne dans la République Argentine. Ses origines et son développement. Ses caractères. ses conditions et ses conséquences économiques. X + 230 p. Fribourg, Galley, 1914.
633. Grossi, V. Storia della colonizzazione europea al Brasile e della emigrazione italiana nello stato di S. Paulo. 558 p. Roma, Bertero, 1914. L. 10.—.
634. Périer, W. La question de la main-d'œuvre jaune au Congo belge. Jaunes ou noirs? 8 p. Bruxelles, »L'expansion belge«, 1914.
635. Spada, F. La colonizzazione della Libia. 110 p. Bologna, Zanichelli, 1914. L. 1.50.
636. Klumberg, W. Die Kolonisation Russlands in Sibirien. II + 124 p. Zürich, Leemann, 1914.

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Amtliche Veröffentlichungen — Publications officielles — Official Publications: Nr. 41, 78, 84.

637. Bäumer, G. Die Frau in Volkswirtschaft und Staatsleben der Gegenwart. VIII + 368 p. Stuttgart, Deutsche Verlagsanstalt, 1914. M. 5.—.
638. Schreiner, O. Die Frau und die Arbeit (Woman and Labor), übersetzt von Leopoldine Kulka. 180 p. Jena, Diederichs, 1914. M. 3.—.
639. Der gegenwärtige Stand der handwerksmässigen Ausbildung der deutschen Frau. 7 p. Berlin, Linkstrasse 11, 1914. M. —.25.
640. Eitel, M. Das bayerische Hebammengewerbe, seine Entwicklung und gegenwärtige Lage. VIII + 158 p. Berlin, Staude, 1914.
641. Schmidt, A. Zur Lage der Tabakarbeiterinnen. 24 p. Berlin, Verband katholischer Vereine erwerbstätiger Frauen und Mädchen Deutschlands, 1914. M. —.25.
642. Le travail de la femme et de l'enfant. 34 p. Bruxelles, 35 rue des Sables, Pressee socialiste, 1914. Fr. —.25.
643. Rutten, G. C. Le travail dans les couvents. (Réponse au livre de M. Bossart sur l'industrie et le commerce des congrégations en Belgique.) 304 p. Bruxelles, Goemaere, 1914. Frs. 3.50.
644. Papworth, L. W. and Zimmern, D. M. Women in Industry; a Bibliography. 107 p. London, Women's Industrial Council, 1915. 1 s.
645. Föreningen för Arbetarskydd och Socialförsäkring i Finland. Sociala missförhållanden inom särskilda kvinnoyrken. (Jenny Markelin-Svensson.) Publikationer Band IV Häft 1a. 18 p. Helsingfors, Helsingin Uusi Kirjapaino-Osakeyhtiö, 1915.
646. Pissargevsky, L. de. La statistique et les conditions professionnelles des ouvrières de l'aiguille en Finlande. 8 p. Paris, Berger, 1914.
647. Kaufmann, H. Die Frauenarbeit in der schweizerischen Industrie. 119 p. Zürich, Rascher, 1915. Frs. 4.—.
648. Buomberger, F. Die Arbeitsverhältnisse zürcherischer Ladentöchter und Arbeiterinnen. 48 p. Zürich, A. Müller, 1914. Fr. 1.—.

## 17. Genossenschaftswesen. — Sociétés coopératives. — Co-operation.

Amtliche Veröffentlichungen — Publications officielles — Official Publications: Nr. 211, 263.

649. Domack, H. Der Genossenschaftssozialismus. 128 p. Leipzig, Möhring.
650. Schloesser, R. Die konsumgenossenschaftliche Gütervermittlung, ihre Technik und wirtschaftliche Bedeutung Mit vergleichenden Betrachtungen über den erwerbsmässigen Warenvertrieb. 217 p. Mannheim, Bensheimer, 1914 M. 4.80.
651. Wygodzinski Das ländliche Genossenschaftswesen im heutigen Wirtschaftsleben. 15 p. Neuwied, Landwirtschaftliche Zentralkasse für Deutschland, 1914. M. —.15.

652. Kretzschmar, H. Das ländliche Genossenschaftswesen im Königreich Sachsen. XVIII + 501 p. Stuttgart, Kohlhammer, 1915. M. 8.—.
653. Kruspe, H. Arbeiterbauverein Meissen 1900—1913. Der Entwicklungsgang einer Baugenossenschaft in Wort, Bild und Zahl dargestellt. 16 p. Meissen, Thieme, 1913.
654. Milhaud, E. Cooperazione e socialismo: che cosa è avvenuto in Germania. 86 p. Milano, Lega nazionale delle cooperative, 1914. L. — .75.
655. Rivas, M. La cooperación agricola en los Balkanes. 62 p. Madrid, Garcia, 1914.
656. Jannet. Associations et coopération. Paris, Giard & Brière. Frs. 1.50.
657. Seilhac, L. de. Une expérience socialiste. La verrerie ouvrière d'Albi. 139 p. Paris, Rousseau, 1913. Frs. 2.—.
658. The Annual of the British Co-operative Wholesale Societies Limited 1914. Manchester 1914.
659. Casalini, M. Cooperazione e mutualità agraria. 67 p. Como, Bari, 1914.
660. Elenco delle società cooperative e mutue agrarie esistenti in Italia al 31 dicembre 1913. XV + 200 p. Porto S. Stefano, Ballini, 1914.
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721. Schmidt, R. Der Arbeiterschutz in Deutschland. 62 p. + 21 Abbildungen. Berlin, Sozialistische Monatshefte, 1915. M. 1.20.
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723. Herberger, K. V. Die Stellung der preussischen Konservativen zur sozialen Frage 1848—62. VII + 77 p. Leipzig, Fock, 1914. M. 2.—.
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728. Stieda, W. Krieg und Sozialpolitik. 27 p. Leipzig, Teubner. M. —.80.
729. Kaufmann, P. Soziale Fürsorge und deutscher Siegeswille. 23 p. Berlin, Vahlen, 1915. M. —.50.
730. Lattmann, W. Staatshilfe in Kriegsnot. Volkstümliche Darstellung der hauptsächlichsten gesetzlichen Bestimmungen, die zur Linderung der wirtschaftlichen Kriegsnot erlassen sind. 22 p. Cassel, Lometsch, 1914. M. —.20
731. Hirsch, P. Kommunale Kriegsfürsorge. 72 p. Berlin, Vorwärts, 1915. M. 1.—.
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733. Babson, R. W. The Future of the Working Classes; Economic Facts for Employers and Wage Earners; based on certain Lectures delivered at London and Paris in March and April 1913. 76 p. Boston, Babson's Statistical Organization, 1914. 50 c.
734. Kidd, B. Social Evolution. 9 + 404 p. New York, Macmillan, 1915. $ 1.50.
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736. Herkner, H. Was haben Belgien und Frankreich in der Arbeiterfürsorge geleistet? 48 p. Berlin, Kameradschaft, 1915. M. —.30.
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746. Lang, R. Submissionswesen und Handwerkernot. 62 p. Leipzig, Arnd, 1914. M. 1.50.

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748. Köhler, L. von und andere. Reichsversicherungsordnung nebst Einführungsgesetz mit Erläuterungen. Ergänzungsband. I. Teil: Vorschriften für das Reich. 1. Lieferung. Ausführungsbestimmungen zur Unfallversicherung. XII + 165 p. Stuttgart, Kohlhammer, 1914. M. 2.—.
749. Erler, A. Fortschritte der Reichsversicherungsordnung. VIII + 145 p. Leipzig, Veit, 1914. M. 5.—.
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751. Hanow, H. und andere. Kommentar zur Reichsversicherungsordnung. 5. und 6. Buch: Beziehungen der Versicherungsträger zueinander und zu anderen Verpflichteten. Verfahren. 3. vermehrte Auflage. XVI + 580 p. Berlin, Heymann, 1914. M. 12.—.
752. Schmittmann, B. Wegweiser durch die deutsche Reichsversicherung einschliesslich der Angestelltenversicherung in gemeinverständlicher Darstellung. IX + 118 p. Düsseldorf, Schwann, 1914. M. 1.—.
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754. Koehne, C. Das Recht der Sozialversicherung und der Krieg. 64 p. Berlin, Hofmann, 1915. M. 1.50.
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756. Zahn, F. Wirkung der deutschen Sozialversicherung mit Nachtrag: Die Sozialversicherung und der jetzige Krieg. V + 116 p. München, Schweitzer, 1915. M. 3.—.
757. Appelius, Fr., Düttmannn, A., Seelmann. Das Verfahren vor den Versicherungsbehörden. Kommentar zu den kaiserlichen Verordnungen über den Geschäftsgang und das Verfahren vor den Versicherungsämtern, Oberversicherungsämtern und dem Reichsversicherungsamt vom 24. Dezember 1911. 4. Auflage von Appelius-Düttmann. Kommentar zur Schiedsgerichtsordnung. XI + 313 p. Oldenburg, Littmann, 1914. M. 7.50.
758. Die Praxis der kommunalen und sozialen Verwaltung. II. Kursus: Die neuen Aufgaben der Sozialversicherung in der Praxis. 337 p. Tübingen, 1913.
759. Reckzeh, P. Einführung in die soziale Medizin unter besonderer Berücksichtigung der Versicherungsmedizin. VI + 298 p. Berlin, Karger, 1915. M. 10.20.
760. Dietrich, W. Der versicherungspflichtige Dienstbote im Rahmen der R. V. O. § 165. (Diss.) 62 p. Greifswald, 1914.
761. Buhl, G. F. Ausbau und Entwicklung der deutschen Volksversicherung. (Diss.) 62 p. Münster, 1914.
762. Brunn, P. Wie hoch sind die Beiträge für die Kranken-, Invaliden- und Angestelltenversicherung in Berlin? 16 p. Berlin, Heymann, 1914. M. —.30.
763. Moritz, W. Das Spruchverfahren der Versicherungsbehörden in der Sozialversicherung des Reiches. (Diss.) 152 p. Greifswald, 1914.

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765. Hennig, E. Die im Königreich Sachsen geltenden Ausführungsvorschriften zur Reichsversicherungsordnung vom 19. Juli 1911. 579 p. Leipzig, Rossberg, 1914. M. 6.80.
766. Cosentini-Frank, L. Le consequenze dannose delle assicurazioni sociali in Germania e altrove: cause e remedi. 13 p. Modena, Soc. tip. Modenese, 1914.
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768. Chausse, A. L'extension de l'assurance sociale aux indépendants. 18 p. Montpellier, Imprimerie générale du Midi, 1914.
769. De Paolini, Art. Das Lebensversicherungsmonopol in Italien. 118 p. Göttingen, Vandenhoeck & Ruprecht, 1914. M. 2.40.

## B. Krankenversicherung. — Assurance-maladie. — Sick Insurance.

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771. Wagner, G. Die Krankenversicherung der Reichsversicherungsordnung. (Zusammenstellung der wichtigsten Bestimmungen zum praktischen Gebrauch.) 23 p. Berlin, Puttkammer & Mühlbrecht. M. —.20.
772. Neuorganisation der Krankenversicherung nach der R. V. O. in deutschen Bundesstaaten. 52 p. Berlin, Springer, 1914. M. 1.—.
773. Hausgewerbliche Krankenversicherung. Nachtrag zur Mustersatzung für Land- und allgemeine Ortskrankenkassen mit den Bekanntmachungen des Reichskanzlers vom 5. und 20. Dezember 1913. 16 p. Oldenburg i/Gr., Littmann, 1914. M. —.25.
774. Verzeichnis der deutschen Krankenkassen (Orts-, Land-, Betriebs-, Innungs- und Ersatzkassen) nach Einführung der Reichsversicherungsordnung mit einem alphabetischen Verzeichnis der Orts- und Landkrankenkassen. V + 251 p. Oldenburg, Littmann, 1914. M. 4.50.
775. I.: Abkommen zwischen den Organisationen der Aerzte und der Krankenkassen betreffend das Verhältnis zwischen Aerzten und Krankenkassen vom 23. Dezember 1913. II.: Erlass betreffend Ausführung des Berliner Abkommens vom 17. Februar 1914 nebst Anlagen. (Beilagen zu Nr. 5 des Ministerialblattes der Handels- und Gewerbeverwaltung 1914.) 28 p. Berlin, Heymann, 1914.
776. Schlottmann. Die Neuregelung der Beziehungen zwischen Krankenkassen und Aerzten durch das Einigungsabkommen vom 23. Dezember 1913. 80 p. Berlin, Springer, 1914. M. 1.60.
777. Heinemann. Verband zur Wahrung der Interessen der deutschen Betriebskrankenkassen. Das Einigungsabkommen zwischen Krankenkassen und Aerzten. 32 p. Essen, Haarfeld, 1914.
778. Lohmar, P. Vertragliche Regelung der Beziehungen zwischen Berufsgenossenschaften und Krankenkassen gemäss §§ 1513, 1501, 1503 der R. V. O. 22 p. Berlin, Heymann, 1914. M. —.40.
779. Hoffmann. Die Beaufsichtigung der Krankenkassen. 40 p. Berlin, Springer, M. —.80.
780. Hoffmann, F. Die Kriegsgesetze für die Krankenversicherung. Erläutert. Zugleich Nachtrag zu: Die Krankenversicherung. VII + 66 p. Berlin, Heymann, 1915. M. 1.—.
781. Nast, A. et Michel, J. Recueil de lois, décrets, arrêtés et circulaires concernant les sociétés de secours mutuels. Paris, Rivière, 1913.
782. Guyot, Y. Les diverses formes de la mutualité. Paris, Alcan, 1913.
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784. Laprade, M. De la nature et de la capacité des sociétés d'assurances mutuelles. Paris, Giard & Brière, 1914. Frs. 2.25.

785. Assanis, G. La mutualité pratique. Guide à l'usage des administrateurs de sociétés de secours mutuels dans leurs rapports avec l'administration supérieure. XVI + 487 p. Paris, Berger-Levrault, 1914. Frs. 7.50.
786. Weber, A. Les errements des sociétés de secours mutuels. Paris, Rivière, 1914. Fr. —.60.
787. Schlichtkrull, Aage. Lov om Hjaelpekasser. Tekstudgave med Bemaerkninger. København, Gad, 1914.
788. Niederer, E. Das Krankenkassenwesen der Schweiz und das Bundesgesetz vom 13. Juni 1911. II + 303 p. Bern, Fischer-Lehmann, 1914.
789. Kraft, A. Obligatorische Krankenversicherung. 127 p. Zürich, Grütliverein, 1914. Fr. 2.—.
790. Herrenschwand, E. Zum Ausbau der Krankenversicherung im Kanton Bern. 10 p. Bern, Büchler, 1914.
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C. Unfallversicherung. — Assurance-accidents. — Accident Insurance.

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792. Haag. Rentenfigur. Skala der Einbusse an Erwerbsfähigkeit bei Unfallschäden. (X. Auflage.) VIII p. München, Gmelin, 1914. M. 1.60.
793. Kraus, S. Ueber das Berufsschicksal Unfallverletzter. Mit einem Zusatz über die Lage der Kriegsinvaliden. VII + 105 p. + 1 Tabelle. Stuttgart, Cotta, 1915. M. 3.50.
794. American Association for Labor Legislation. Workmen's Compensation. (American Labor Legislation Review. Vol. V No. 1 1915.) 161 p. New York City, 1915. $ 1.—.
795. Brod, J. Die Rentenbemessung bei Betriebsunfällen in Oesterreich. Wegweiser für unfallverletzte Arbeiter. 42 p. Wien, Brand, 1914. M. —.50.
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797. Dufour, R. De la mise en cause de l'assureur dans la procédure relative aux accidents du travail. (Etude de la législation industrielle.) Paris, Librairie du Recueil Sirey, 1914. Frs. 4.—.
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